



**Semi-Annual Report
on
Female and Minority Employment**

July - December 2012

**Personnel Cabinet
September 2013**



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EXECUTIVE SUMMARY



STEVEN L. BESHEAR
GOVERNOR

PERSONNEL CABINET

501 High Street, 3rd Floor
Frankfort, Kentucky 40601
Phone (502) 564-7430
Fax (502) 564-7603
www.personnel.ky.gov

TIM LONGMEYER
SECRETARY

September 3, 2013

The Honorable Steve Beshear
Governor, Commonwealth of Kentucky
The Capitol Building
Frankfort, Kentucky 40601

Dear Governor Beshear:

In accordance with KRS 18A.138, I am submitting to you the enclosed Semi-Annual Report on Female and Minority Employment for the six-month period of July 1 and December 31, 2012. This report reflects the overall minority and female employment utilization for the Executive Branch as well as figures for each of the various cabinets.

Currently, the long-term hiring goal for minorities and females are 10% and 52.42% respectively. With the release of Kentucky demographic data from the 2010 Census, utilization goals will change for both females and minorities in state employment. Beginning with the December 2013 report, the minority utilization goal will increase incrementally from 10% to 12.2% over five reporting periods. The initial report will measure the minority employment goal at 10.2% and the four subsequent reporting periods will measure these goals at 10.7%, 11.2%, 11.7% and 12.2%, respectively. Female utilization goals will fall from 52.42% to 50.8%, and measured beginning with the December 2013 report.

Through these goals, your Administration continues its focus on increasing representation in employment by race and gender and developing a Kentucky State Government workforce that reflects the racial and gender demographics of the citizens we serve.

This Semi-Annual Report on Female and Minority Utilization is compiled with data from the Kentucky Human Resources Information System (KHRIS). The Office of Diversity & Equality has worked to ensure that the updated reporting system more accurately reflects the racial and gender makeup of the Executive Branch. Again in this report, and in all subsequent reports, data from the United



STEVEN L. BESHEAR
GOVERNOR

PERSONNEL CABINET

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SECRETARY

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Prosecutorial System and the constitutional offices of the Secretary of State, Attorney General, State Treasurer, Auditor of Public Accounts, and the Department of Agriculture are removed from the overall Executive Branch employment totals. This new format more accurately reflects the workforce makeup of your administration. The employment data from the aforementioned agencies will be included as appendices to this report.

The total number of Executive Branch employees, for our reporting purposes, as of December 31, 2012, was 33,110. At the close of this reporting period, your administration employed 2,978 minorities and 16,124 females. This represents a utilization percentage of 8.89% for minorities and 48.70% for females.

The Personnel Cabinet, the Cabinet for Health and Family Services and the Economic Development Cabinet all exceed the overall goals for both minority and female employment. While the Labor Cabinet, Education Cabinet, and General Government exceed the goal for female employment. In this report you will find overall and categorical utilization data for each of the various cabinets in addition to charts denoting utilization trends over several reporting periods.

The Personnel Cabinet, through its Office of Diversity and Equality (ODE), is committed to assisting agencies through providing training in the areas of diversity and EEO. ODE continues to develop specific and targeted consultations for the various cabinets in hopes of reaching full utilization.

Sincerely,

Tim Longmeyer, Personnel Secretary
Enclosure: Semi-Annual Report July - December, 2012



STATEMENT OF PURPOSE

Office of Diversity & Equality

The Office of Diversity & Equality (ODE), in the Commonwealth of Kentucky's Personnel Cabinet, is committed to ensuring greater diversity within state government. Kentucky Revised Statute 18.A 138(4) directs the Personnel Cabinet to produce this Semi-Annual Report on Minority & Female Employment in order to provide state officials with a progress assessment of the Commonwealth's Affirmative Action Plan. The data in this report reflects the degree of workforce diversity within the Executive Branch of state government.

The Affirmative Action Plan of the Commonwealth of Kentucky requires the Personnel Cabinet to set utilization goals for female and minority employment. Currently, these goals are set at 52.42% and 10%, respectively, based on Kentucky population data from the 2000 Census. The purpose of this Semi-Annual Report on Female & Minority Employment is to provide a snapshot of workforce realities in comparison to the established goals.

With the release of new demographic data from the 2010 Census, new utilization goals will be established to reflect the gender and racial demographics of the Commonwealth. Beginning with the December 2013 report, the female utilization goal will fall from 52.42% to 50.8% due to recent decline in the female population. With the increase of minority populations in the Commonwealth, the minority utilization goal will increase from 10% to 12.2% over the next five consecutive reporting periods. Below is the schedule for this gradual increase:

Reporting Period	Minority Utilization Goal	Increase
December 2013	10.2%	0.2%
July 2014	10.7%	0.5%
December 2014	11.2%	0.5%
July 2015	11.7%	0.5%
December 2015	12.2%	0.2%

The Office of Diversity & Equality produces this report, as well as diversity and EEO training for the various cabinets, in order to promote and sustain a workforce that reflects the diversity found within the Commonwealth. Success in securing a diverse workforce is a legal, economic and moral imperative. This report should allow the various cabinets to assess their plans for the recruitment, retention and promotion of minorities and women.

Report Structure and Methodology

The data included in this Semi-Annual Report on Female & Minority Employment was provided by the Kentucky Human Resources Information System (KHRIS). The data is broken down into three groups: total employment, minority employment and female employment.

Within this report, one will find graphic representations of the data provided by KHRIS, beginning with an overview of the statewide progress, followed by a snapshot of minority and female utilization numbers for the various cabinets.

Since December 2011, all subsequent reports have excluded employment data from the United Prosecutorial System and the constitutional offices of the Secretary of State, Attorney General, State Treasurer, Auditor of Public Accounts, and the Department of Agriculture in the overall Executive Branch employment totals. This change was made to more accurately reflect the workforce makeup of this administration. The employment data from the aforementioned agencies will be included as appendices to this report.

Notes on Reading the Utilization Tables

1. The Executive Branch Utilization Tables (page 11), and the tables compiled for each of the various cabinets, consists of twelve columns. The column categories are abbreviated to provide maximum use of space on the pages that follow. The categories found on the Commonwealth Utilization Table, from left to right, are (abbreviations in parenthesis used in the report):
 - Job Category
 - Total Number of Employees (TOT EMPLS)
 - Number of Minorities Employed (MIN)
 - Percentage of Minorities Employed (% MIN)
 - Projected Minority Utilization Goals (MIN PROJ % GOAL)
 - Number of Minority Hires Needed to Reach Goal (# MIN NEEDED)
 - Minority Utilization Average for All Employers in the State (STATE MIN AVG)¹
 - Number of Females Employed (FEM)
 - Percentage of Females Employed (% FEM)
 - Projected Female Utilization Goals (FEM PROJ % GOAL)
 - Number of Female Hires Needed to Reach Goal (# FEM NEEDED)
 - Female Utilization Average for All Employers in the State (STATE FEM AVG)²
2. Rows 2-10 on the Commonwealth Utilization Table, and the tables compiled for each of the various cabinets, represent the EEO Job Categories found within state government. There are nine possible categories - for a description of each EEO Job Category ***SEE APPENDIX 7.***
3. Rows 11-13 provide totaled information for overall analysis. These rows include:
 - TOTAL (the sum of all data found in the various columns)
 - JUNE 2012 TOTAL (the totals from the previous reporting period)

¹ These statewide utilization averages for all employers (public and private) have been taken from the 2000 Census Bureau website. Similar information from the 2010 Census has yet to be released. The 2000 Census defines the labor pool to include individuals sixteen years and older. Although the Commonwealth of Kentucky requires one to be at least eighteen for employment, this is the most comprehensive data on employment, by EEO category, available. The impact of including this data, which includes sixteen and seventeen year olds, on this analysis is unknown. One could assume that this particular age group would affect the numbers of certain EEO categories not included in this report, such as Sales Workers and Laborers & Helpers.

² *IBID*

- CHANGES (the differences between the current total and the total from the previous reporting period)
4. Color coding is used to highlight certain useful information for readers.
- Green (utilization goal met)

Cabinet Utilization Tables

Also included in this report are snapshots of the overall minority and female utilization numbers for each cabinet as well as a breakdown for the various EEO Job Categories.

Trend Charts

Provided in this report are charts representing minority and female utilization over designated periods of time. The charts for total Executive Branch utilization (pages 15 and 16) measure utilization goals and semi-annual data for minority and female employment, respectively, dating back to the December 1998 Semi-Annual Report on Female & Minority Employment. Trend charts are also included for the various cabinets, representing data from June 2007 (the last reporting period of the previous administration).³

Analytical Framework for Readers

The presentation of data found within this report focuses on providing readers with a general overview of the status of the Executive Branch of the Commonwealth of Kentucky and its various cabinets on the employment of minorities and women. The numbers themselves give little room for interpretation when comparing employment realities with projected utilization goals. Therefore, this report also provides the utilization average of all employers within the state (public and private) to place the Commonwealth's numbers within the context of statewide workforce availability. Though the causes for underutilization cannot be fully articulated through this data and the methodology used to compile this report, readers should use the statewide utilization average (for all employers, public and private) as a benchmark to analyze how the Executive Branch performs in relation to other employers.

Certain cabinets will have more difficulty reaching goals due to the limited qualifying availability within the labor pool of targeted populations for traditionally race or gender dominated positions. This does not excuse underutilization, but rather, provides the opportunity for innovation in recruitment and retention of minority and female employees in order to improve these numbers in a good faith effort (even if reaching the projected goal is not feasible).

For the purpose of this report, areas highlighted to indicate the achievement of utilization goals comply strictly with the percentages established to quantify full utilization.

³ Trend charts for two cabinets, Labor and Public Projection, provide information dating back to June 2008, the first reporting period after the creation of these cabinets.

MINORITY & FEMALE EMPLOYMENT DATA

Executive Branch Utilization Summary

Between July 1 and December 31, 2012, the Kentucky Executive Branch increased the number of employees by 1,496 positions, from 31,614 to 33,110. It should be noted, however, that this number may not reflect all new employees, since the reporting configuration was changed to include, for the first time, part time employees that work below 100 hours a month (though the expansion of these reporting criteria more than likely have had a minimal effect on the overall employment numbers). The total number of minority held positions during this period rose by 132 positions from 2,806 to 2,978. This increase in the total number of minority held positions resulted in a 0.11% increase in minority utilization from 8.88% to 8.99%, 1.01% shy of the minority utilization goal of 10%.⁴

Conversely, during this reporting period, though the number of female held positions increased by 573 positions from 15,551 to 16,129, the overall female utilization fell 0.49% from 49.19% to 48.70%. Females represented only 38.3% of the 1,496 additional positions in state government. This underrepresentation of females in the overall increase resulted in a 0.49% decrease in female utilization from 49.19% to 48.70%. This reporting period, female utilization is 3.72% shy of the 52.42% goal.

During this reporting period, the Commonwealth exceeded the minority utilization goal in two EEO Job Categories (Paraprofessional and Service Maintenance) - a decrease by one category (Office & Clerical) from the previous reporting period. The female utilization goal was again met in four EEO Job Categories this reporting period (Professional, Paraprofessional, and Office & Clerical and Other).

Deficiencies in attaining the overall minority and female utilization goals can be found in several areas. Looking at minority employment by cabinet, the Energy & Environment, Tourism, and Transportation cabinets have a disproportionately low proportion of overall minority employees in comparison to their proportions of the overall Executive Branch workforce. The Energy & Environment Cabinet employs 5.31% of the overall Executive Branch workforce, but only 2.66% of the overall minority employment. The Tourism, Arts & Heritage Cabinet employs 3.70% of the overall minority employment in the Executive Branch, while composing 6.01% of the Executive Branch workforce. And though the Transportation Cabinet employs 14.52% of the Executive Branch workforce, minorities employed by this cabinet only comprise 9.24% of the overall minority employment.

The major deficiencies in female employment are found in the Justice and Transportation cabinets. Though the Transportation Cabinet workforce represents 14.52% of the overall Executive Branch employment, females employed by Transportation only comprise 5.71% of the overall Executive Branch female employment. Likewise, though the Justice & Public Safety Cabinet employs 24.09% of Executive Branch employees, its female employees only represent 18.10% of all female Executive Branch employees.

⁴ For a chart explaining the gradual increase of minority utilization goals established with the new demographic information from the 2010 Census, please see the "Statement of Purpose" on page 5.

The percentage of overall Executive Branch minority and female employees employed with the Cabinet for Health and Family Services far exceeds the cabinet's proportion of the overall workforce. Though the Cabinet for Health & Family Services employs 22.60% of the Executive Branch workforce, it employs 35.90% and 37.46% of the overall minority and female Executive Branch employees, respectively.

(For a full list of employment percentages by cabinet see Page 19.)

In examining proportional representation by EEO Job Categories, there are a few EEO Job Categories where minority and female employees are either significantly underutilized or disproportionately concentrated.

Across the board, minority underrepresentation is most prevalent in EEO Job Categories 1 (Officials & Administrators), 4 (Protective Service Workers) and 7 (Skilled Workers). EEO Job Category 1 is comprised of 8.37% of the total Executive Branch workforce, though only 6.69% of the total number of minorities employed by the Executive Branch is from this particular category. Likewise, Category 4 comprises 10.61% of the total Executive Branch workforce, but only 8.37% of the minority workforce. And most severely, Category 7 is 7.57% of the total Executive Branch employment but only 4.07% in the case of minorities.

EEO Categories 5 (Paraprofessionals) and 8 (Service Maintenance) both have a higher concentration of the Executive Branch minority employment than the total workforce percentage. Category 5 consists of 7.13% of the total workforce but 10.86% of the minority employment. Category 8 comprises 5.03% of the total workforce but 8.13% of the minority employment.

For female employment, underrepresentation can be found in EEO Job Category 4 (Protective Service Workers) and 7 (Skilled Workers). Categories 4 and 7 comprise 10.61% and 7.57% of the Executive Branch workforce, respectively, but only 4.07% and 0.89% of the total female employment.

Higher concentrations of female employees are found in EEO Job Categories 2 (Professionals), 5 (Paraprofessionals) and 6 (Office & Clerical). Category 2 is 51.24% of the Executive Branch total, but 60.5% of the female total. Category 5 is 7.13% of the overall workforce but 11.29% of the female workforce. And 5.05% of Executive Branch employees belong to Category 6, but 8.22% of the Executive Branch female employees hold Category 6 positions.

(For a full list of employment percentages by EEO Job Category see Page 20.)

EXECUTIVE BRANCH UTILIZATION TABLE

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG ⁱ	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	2,772	199	7.18%	10.00%	78.2	6.1%	1,168	42%	52.42%	285.1	37.7%
EEO GRP 2: PROFESSIONAL	16,965	1,574	9.28%	10.00%	122.5	8.4%	9,755	57.50%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	1,651	121	7.33%	10.00%	44.1	8.2%	587	35.55%	52.42%	278.5	62.9%
EEO GRP 4: PROTECT SERV WRKR	3,512	249	7.09%	10.00%	102.2	10.6%	656	18.68%	52.42%	1,185	19.8%
EEO GRP 5: PARA PROFESSIONAL	2,362	323	13.67%	10.00%	0.0	8.3%	1,821	77.10%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	1,673	146	8.73%	10.00%	21.3	9.3%	1,326	79.26%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	2,507	121	4.83%	10.00%	129.7	5.8%	144	5.74%	52.42%	1,170.2	5.1%
EEO GRP 8: SERVICE MAINTENANCE	1,667	242	14.52%	10.00%	0.0	14.7%	666	39.95%	52.42%	207.9	64.1%
EEO GRP 9: OTHER	1	0	0.0%	10.00%	0.1	--	1	100%	52.42%	0.0	--
DECEMBER 2012 TOTAL	33,110	2,978	8.99%	10.00%	333		16,124	48.70%	52.42%	1,232.3	
JUNE 2012 TOTAL	31,614	2,806	8.88%	10.00%	355.4		15,551	49.19%	52.42%	1,021.1	
CHANGES	1,496	172	0.11%	0%	-22.4		573	-0.49%	0	211.2	



Utilization Goals Met



December 2012 Totals



June 2012 Totals



Columns represent
utilization percentages for
all employers in the state



Columns represent
numbers from the
Commonwealth



Changes in numbers between
June 2012 and December
2012

OVERALL CABINET GOAL ATTAINMENT

- **Cabinets meeting both minority and female utilization goals:**

- Economic Development Cabinet
- Health & Family Services Cabinet
- Personnel Cabinet

- **Cabinets meeting minority utilization goals:**

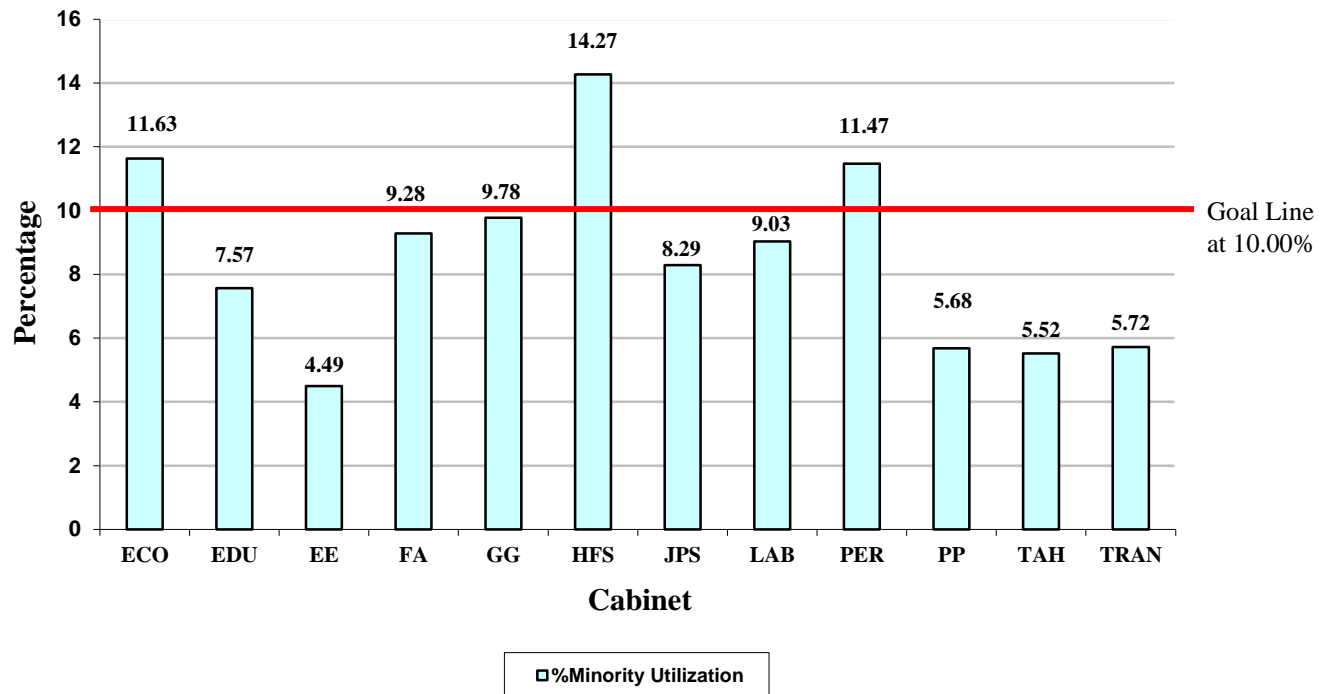
- Economic Development Cabinet (**11.63%**)
- Health & Family Services Cabinet (**14.27%**)
- Personnel Cabinet (**11.47%**)

(The Finance & Administration Cabinet, the General Government and the Labor Cabinet all came within one percentage point of attaining the minority employment goal for this reporting period with 9.28%, 9.78% and 9.03%, respectively.)

- **Cabinets meeting female utilization goals:**

- Economic Development Cabinet (**54.65%**)
- Education Cabinet (**58.79%**)
- General Government (**59.01%**)
- Health & Family Services Cabinet (**80.71%**)
- Labor Cabinet (**55.08%**)
- Personnel Cabinet (**74.31 %**)

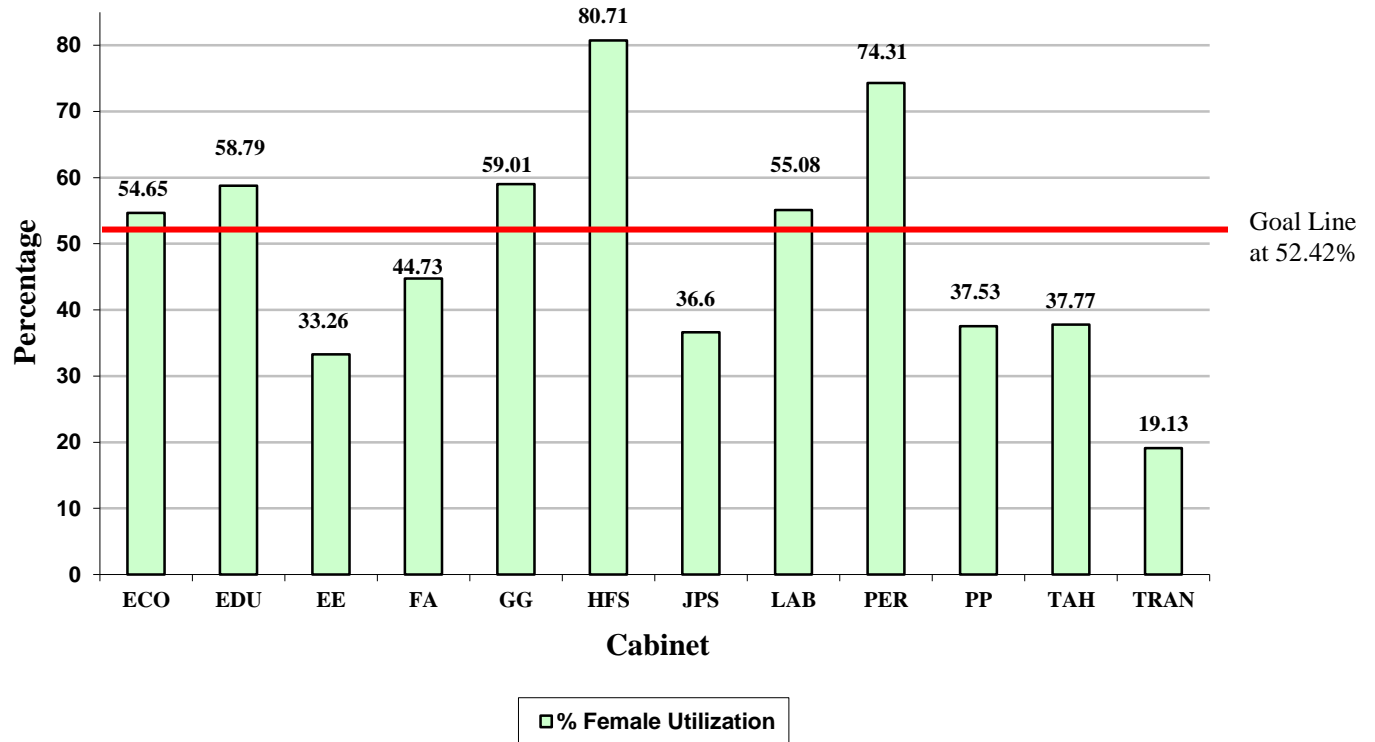
MINORITY UTILIZATION BY CABINET



CABINETS

ECO	- Economic Development
EDU	- Education & Workforce Development
EE	- Energy & Environment
FA	- Finance & Administration
GG	- General Government
HFS	- Health & Family Services
JPS	- Justice & Public Safety
LAB	- Labor
PER	- Personnel
PP	- Public Protection
TAH	- Tourism, Arts & Heritage
TRAN	- Transportation

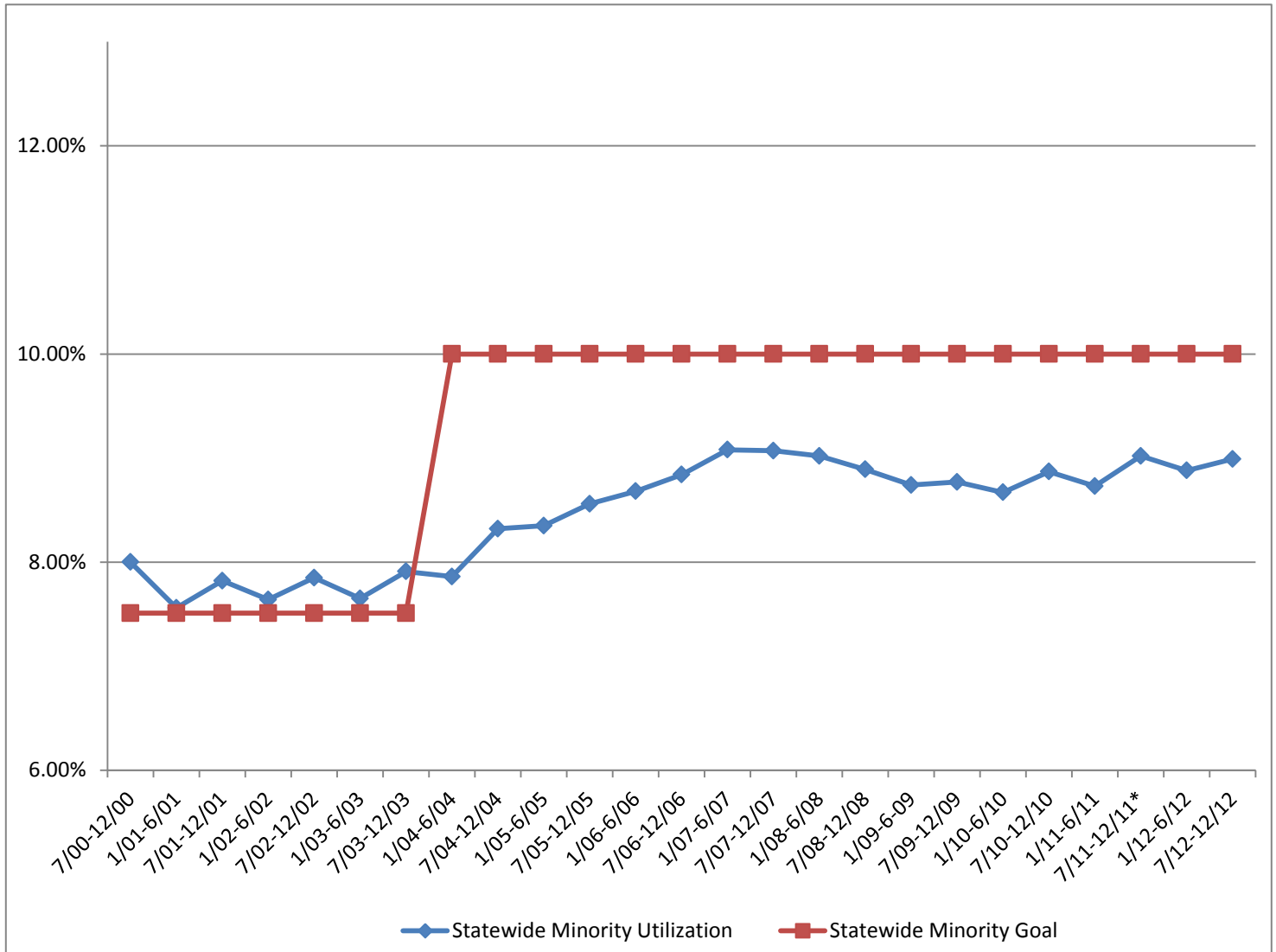
FEMALE UTILIZATION BY CABINET



CABINETS

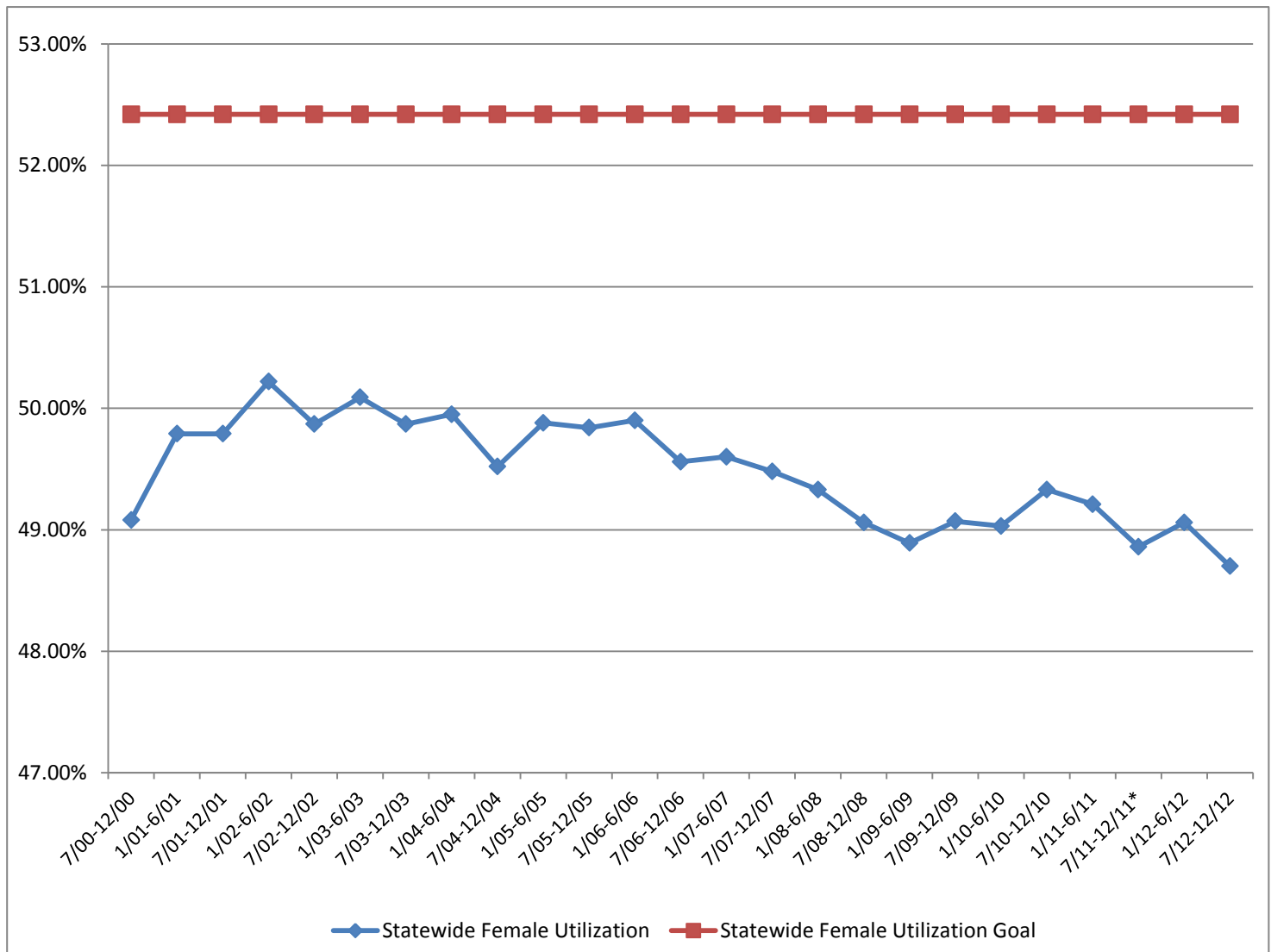
ECO	- Economic Development
EDU	- Education
EE	- Energy & Environment
FA	- Finance & Administration
GG	- General Government
HFS	- Health & Family Services
JPS	- Justice & Public Safety
LAB	- Labor
PER	- Personnel
PP	- Public Protection
TAH	- Tourism, Arts & Heritage
TRAN	- Transportation

MINORITY UTILIZATION TREND FOR DECEMBER 2000 – DECEMBER 2012



* From December 2011 forward, data will exclude employees from the Unified Prosecutorial System and the various offices of the Constitutional Officers (Secretary of State, Attorney General, Auditor of Public Accounts, State Treasurer and Commissioner of Agriculture).

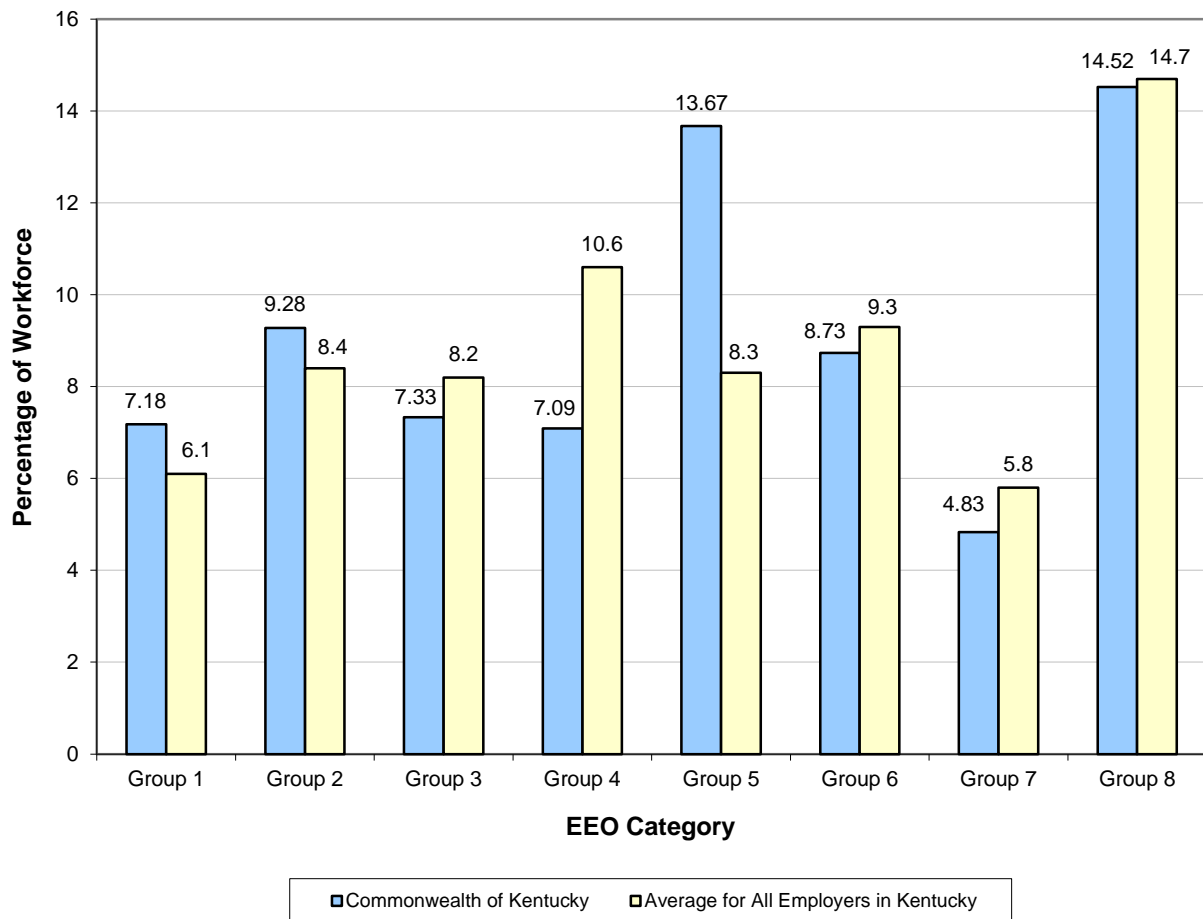
FEMALE UTILIZATION TREND FOR DECMEBER 2000 – DECEMBER 2012



* From December 2011 forward, data will exclude employees from the Unified Prosecutorial System and the various offices of the Constitutional Officers (Secretary of State, Attorney General, Auditor of Public Accounts, State Treasurer and Commissioner of Agriculture).

EXECUTIVE BRANCH MINORITY UTILIZATION

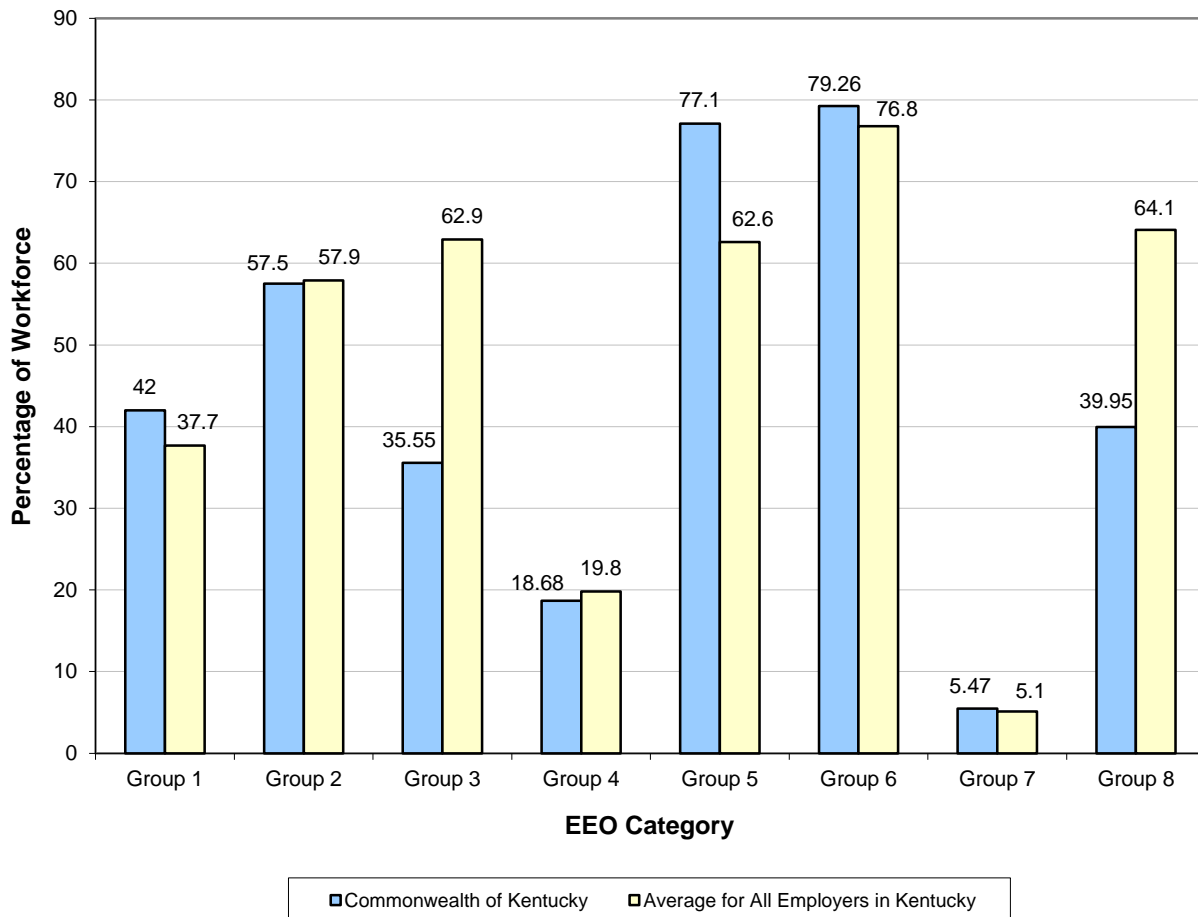
COMPARISON WITH KENTUCKY AVERAGE BY EEO CATEGORY⁵



- Group 1 – Officials & Administrators
- Group 2 – Professionals
- Group 3 – Technicians
- Group 4 – Protective Service Workers
- Group 5 – Paraprofessionals
- Group 6 – Office & Clerical Workers
- Group 7 – Skilled Workers
- Group 8 – Service Maintenance Workers

⁵ The overall state minority utilization by EEO Category is found on the US Census Bureau's EEO Data Tool (2008). More up to date data is expected to be published this year.

EXECUTIVE BRANCH FEMALE UTILIZATION COMPARISON WITH KENTUCKY AVERAGE BY EEO CATEGORY⁶

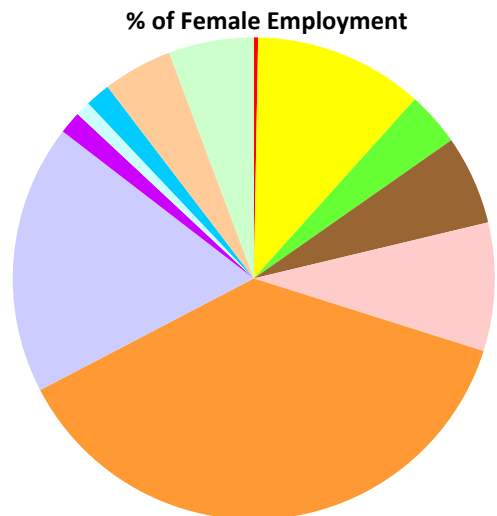
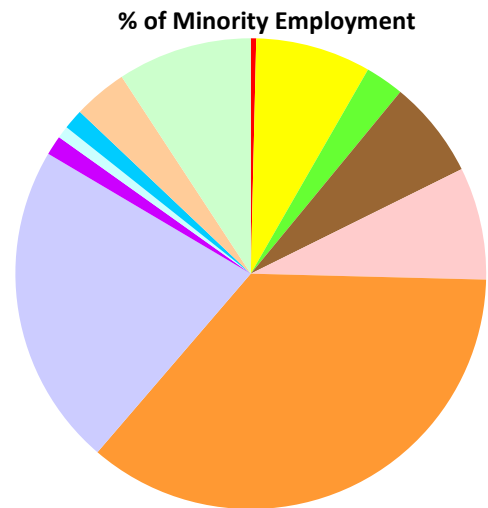
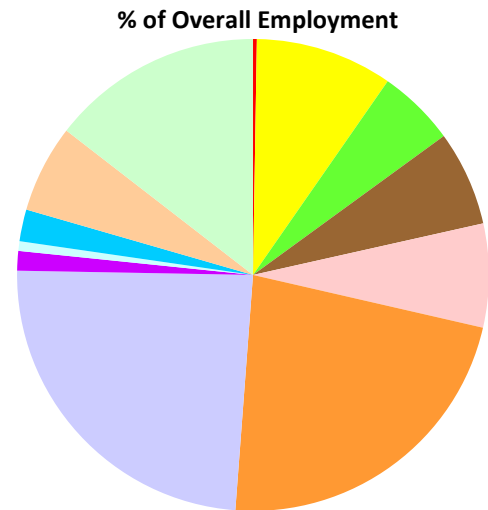


- Group 1 – Officials & Administrators
- Group 2 – Professionals
- Group 3 – Technicians
- Group 4 – Protective Service Workers
- Group 5 – Paraprofessionals
- Group 6 – Office & Clerical Workers
- Group 7 – Skilled Workers
- Group 8 – Service Maintenance Workers

⁶ The overall state female utilization by EEO Category is found on the US Census Bureau's EEO Data Tool (2008). More up to date data is expected to be published this year.

PERCENTAGE OF EXECUTIVE BRANCH UTILIZATION BY CABINET

Cabinet	% Overall Employment	% Minority Employment	% Female Employment
ECO	0.26%	0.34%	0.29%
EDU	9.41%	7.93%	11.36%
EE	5.31%	2.66%	3.63%
FA	6.51%	6.72%	5.98%
GG	7.10%	7.73%	8.61%
HFS	22.60%	35.90%	37.46%
JUS	24.09%	22.22%	18.10%
LAB	1.34%	1.34%	1.51%
PER	0.66%	0.84%	1.00%
PP	2.18%	1.38%	1.68%
TAH	6.01%	3.70%	4.66%
TRAN	14.52%	9.24%	5.71%

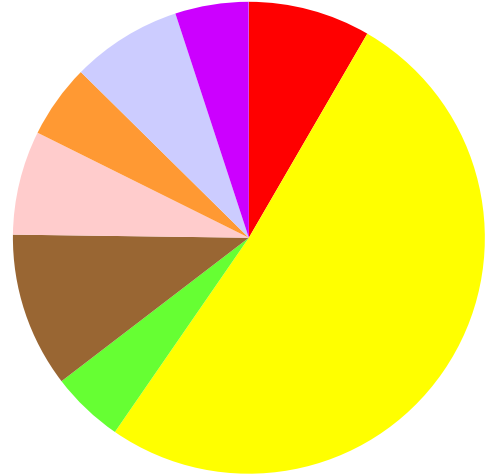


PERCENTAGE OF EXECUTIVE BRANCH UTILIZATION BY JOB CATEGORY

EEO Job Category	% Overall	% Minority	% Female
Group 1	8.37%	6.69%	7.24%
Group 2	51.24%	52.91%	60.50%
Group 3	4.99%	4.07%	3.64%
Group 4	10.61%	8.37%	4.07%
Group 5	7.13%	10.86%	11.29%
Group 6	5.05%	4.91%	8.22%
Group 7	7.57%	4.07%	0.89%
Group 8	5.03%	8.13%	4.13%
Group 9	0.01%	0.00%	0.01%

Group 1: Officials & Administrators
 Group 2: Professionals
 Group 3: Technicians
 Group 4: Protective Service Workers
 Group 5: Paraprofessionals
 Group 6: Office & Clerical
 Group 7: Skilled Workers
 Group 8: Service Maintenance
 Group 9: Other

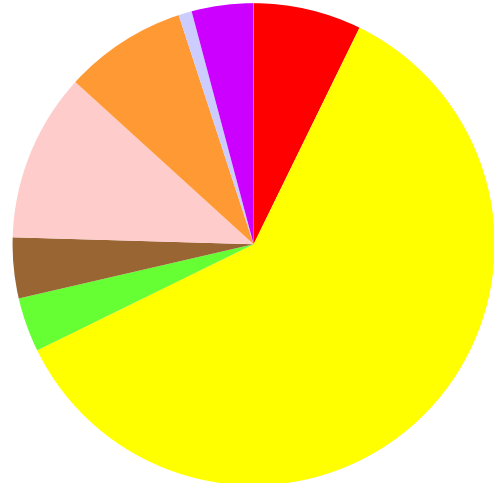
% of Overall Employment



% of Minority Employment



% of Female Employment



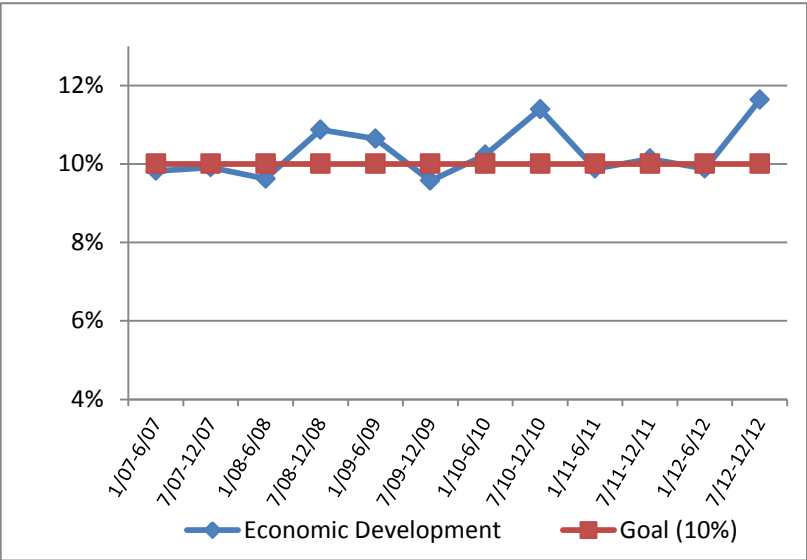
CABINET UTILIZATION TABLES

ECONOMIC DEVELOPMENT CABINET

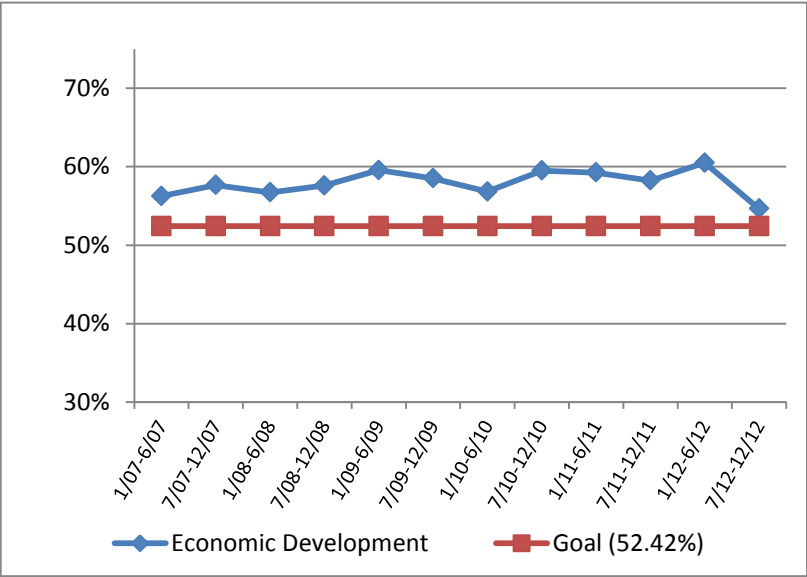
July - December 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	18	2	11.11%	10.00%	0.0	6.1%	5	27.78%	52.42%	4.5	37.7%
EEO GRP 2: PROFESSIONAL	60	7	11.67%	10.00%	0.0	8.4%	35	58.33%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	2	0	0.0%	10.00%	0.2	8.2%	2	100%	52.42%	0.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	1	0	0.0%	10.00%	0.1	8.3%	1	100%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	4	0	0.0%	10.00%	0.4	9.3%	4	100%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	1	1	100%	10.00%	0.0	14.7%	0	0.0%	52.42%	0.6	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	86	10	11.63%	10.00%	0.0		47	54.65%	52.42%	0.0	
JUNE 2012 TOTAL	81	8	9.88%	10.00%	0.1		49	60.49%	52.42%	0.0	
CHANGES	5	2	1.75	0	-0.1		-2	-5.84	0	0	

Economic Development Minority Utilization Trend



Economic Development Female Utilization Trend



The Economic Development Cabinet employs 0.26% of the total Executive Branch workforce. Likewise, the Economic Development Cabinet provides 0.34% and 0.29% of the overall minority and female employment, respectively.

The Cabinet for Economic Development is one of the three cabinets within the Executive Branch that has met both the minority and female utilization goals.

Minority Utilization

Between July 1 and December 31, 2012, the total number of employees with the Economic Development Cabinet increased by five positions to 86 total employees. Of these 86 employees, ten are minorities. These ten employees comprise 11.63% of the Economic Development Cabinet's workforce, 1.63% above of the minority utilization goal of 10%.

The Economic Development Cabinet has reached utilization goals for minorities in three EEO Job Categories: Group 1 (Officials & Administrators, Group 2 (Professionals) and Group 8 (Service Maintenance). This is an increase of one EEO Job Category (Group 1) since the previous reporting period.

Female Utilization

Between July 1 and December 31, 2012, the Economic Development Cabinet workforce decreased its number of female employees by two. Of the 86 employees currently with the cabinet, 47 are female. This decrease in female employment over the six month reporting period resulted in a fall of 5.84% in female utilization, from 60.49% to 54.65%. Nevertheless, the Economic Development Cabinet's female employment continues to exceed the targeted female utilization goal of 52.42%.

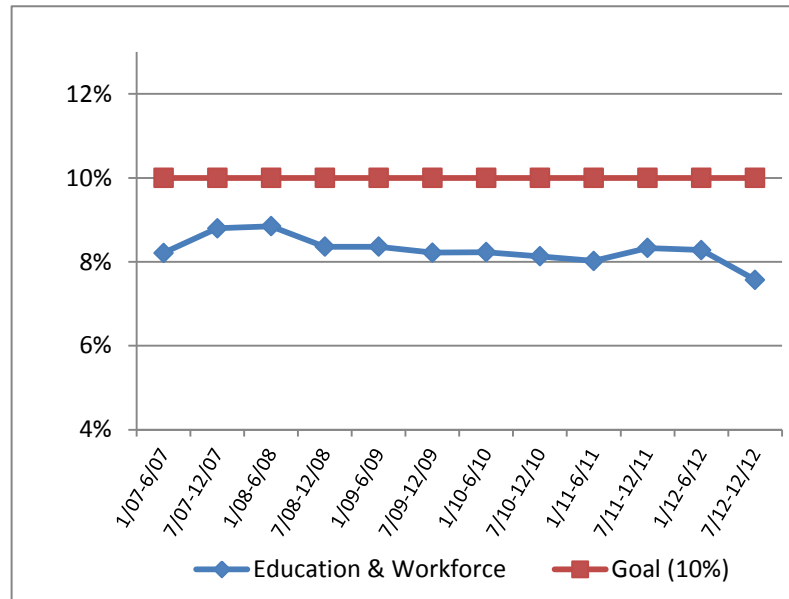
The Economic Development cabinet has reached utilization goals for females in four EEO Job Categories: Group 2 (Professionals), Group 3 (Technicians), Group 5 (Paraprofessionals), and Group 6 (Office & Clerical).

EDUCATION & WORKFORCE DEVELOPMENT CABINET

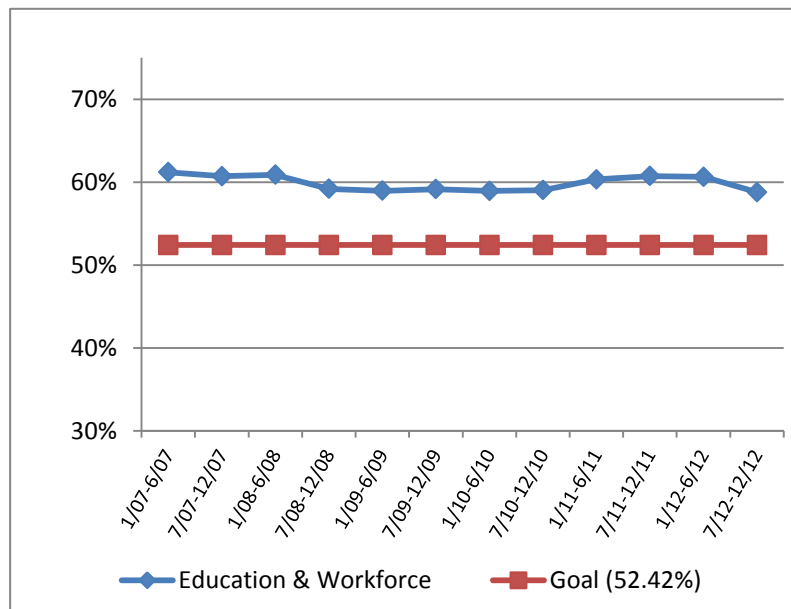
July – December 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	330	28	8.48%	10.00%	5.0	6.1%	189	57.27%	52.42%	0.0	37.7%
EEO GRP 2: PROFESSIONAL	2,354	165	7.01%	10.00%	70.4	8.4%	881	59.53%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	106	10	9.43%	10.00%	0.6	8.2%	53	50.00%	52.42%	2.6	62.9%
EEO GRP 4: PROTECT SERV WRKR	8	0	0.0%	10.00%	0.8	10.6%	1	12.50	52.42%	3.2	19.8%
EEO GRP 5: PARA PROFESSIONAL	90	9	10.00%	10.00%	0.8	8.3%	56	62.22%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	114	9	7.89%	10.00%	2.4	9.3%	105	92.11%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	20	3	15.00%	10.00%	0.0	5.8%	3	15.00%	52.42%	7.5	5.1%
EEO GRP 8: SERVICE MAINTENANCE	93	12	12.90%	10.00%	0.0	14.7%	24	25.81%	52.42%	24.8	64.1%
EEO GRP 9: OTHER	1	0	0.0%	10.00%	0.1	--	1	100%	52.42%	0.0	--
TOTAL	3,116	236	7.57%	10.00%	75.6		1,832	58.79%	52.42%	0.0	
JUNE 2012 TOTAL	2,586	214	8.28%	10.00%	44.6		1,568	60.63%	52.42%	0.0	
CHANGES	530	22	-0.71%	0	31		264	-1.84%	0	0	

Education & Workforce Development Minority Utilization Trend



Education & Workforce Development Female Utilization Trend



The Education & Workforce Development Cabinet employs 9.41% of the total Executive Branch workforce. Currently, the Education & Workforce Development Cabinet provides 7.93% and 11.36% of the overall minority and female employment, respectively.

Minority Utilization

Between July 1 and December 31, 2012, the Education & Workforce Development Cabinet saw an increase of 530 positions, resulting in a total workforce of 3,116. Of these 3,116 employees, 236 are minorities. These 236 employees, 22 more than the previous reporting period, comprise 7.57% of the Education & Workforce Development Cabinet's workforce. This figure is 2.43% below the minority utilization goal of 10%. Minorities only represented 4.15% of the 530 net positions this reporting period, and as a result of this underrepresentation, minority utilization has decreased by 0.71% since the last reporting period.

The Education & Workforce Development Cabinet has reached utilization in four EEO Job Categories: Group 3 (Technicians), Group 5 (Paraprofessional), Group 7 (Skilled Workers) and Group 8 (Service Maintenance). The Education & Workforce Cabinet is only 0.57% shy of utilization in EEO Job Category 3 (Technicians).

Female Utilization

Between July 1 and December 31, 2012, female employment in the Education & Workforce Development Cabinet rose by 264 employees. Of the 3,116 employees currently with the cabinet, 1,832 are female. During this reporting period, the percentage of females employed by the cabinet has decreased 1.84%, from 60.63% to 58.78%. Nevertheless, the cabinet continues to remain above the targeted female utilization goal of 52.42% by 6.36%.

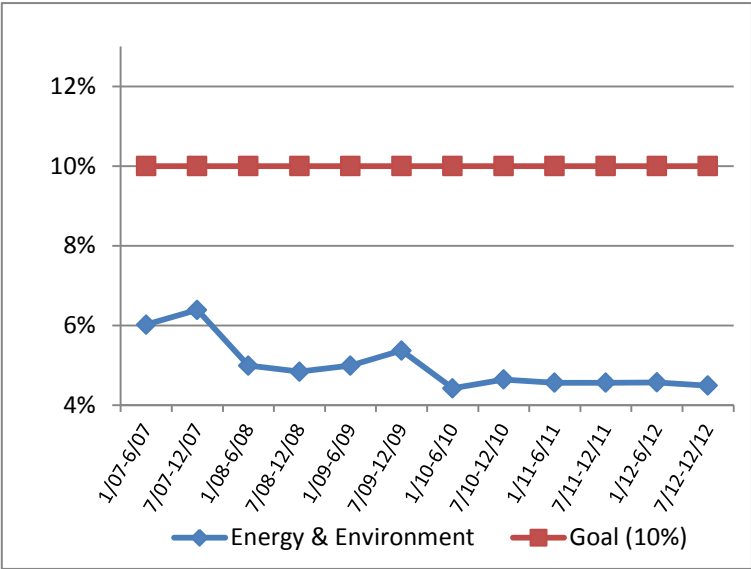
The Education & Workforce Development Cabinet reaches female utilization for five of its nine EEO Job Categories: Group 1 (Officials & Administrators), Group 2 (Professionals), Group 5 (Paraprofessionals), Group 6 (Office & Clerical) and Group 9 (Other).

ENERGY & ENVIRONMENT CABINET

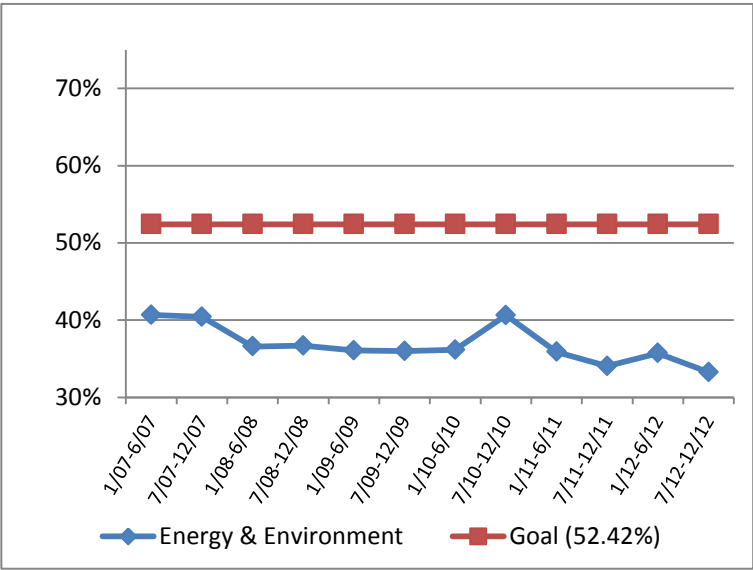
July - December 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	255	14	5.49%	10.00%	11.5	6.1%	83	32.55%	52.42%	50.7	37.7%
EEO GRP 2: PROFESSIONAL	1,234	60	4.87%	10.00%	63.4	8.4%	463	37.61%	52.42%	183.9	57.9%
EEO GRP 3: TECHNICIANS	137	2	1.46%	10.00%	11.7	8.2%	10	7.30%	52.42%	61.9	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	6	0	0.0%	10.00%	0.6	8.3%	5	83.33%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	19	0	0.0%	10.00%	1.9	9.3%	18	94.74%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	14	0	0.0%	10.00%	1.4	5.8%	5	35.71	52.42%	2.4	5.1%
EEO GRP 8: SERVICE MAINTENANCE	97	3	3.09%	10.00%	6.7	14.7%	1	1.03%	52.42%	49.9	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	1,759	79	4.49%	10.00%	96.9		585	33.26%	52.42%	337.1	
JUNE 2012 TOTAL	1,663	76	4.57%	10.00%	90.3		594	35.72%	52.42%	277.8	
CHANGES	96	3	-0.08%	0	6.6		-9	-2.46	0	59.3	

Energy & Environment Minority Utilization Trend



Energy & Environment Female Utilization Trend



The Energy & Environment Cabinet employs 5.31% of the total Executive Branch workforce. However, the Energy & Environment Cabinet provides 2.66% and 3.63% of the overall minority and female employment, respectively.

Minority Utilization

Between July 1 and December 31, 2012, the Energy & Environment Cabinet saw a net increase of 96 positions, resulting in a total workforce of 1,759. Of these 1,759 employees, 79 are minorities. These 79 employees comprise 4.49% of the Energy & Environment Cabinet's workforce, 5.51% below the minority utilization goal of 10%. Though there are three more minority held positions than in the previous reporting period, the minority utilization fell by 0.08% due to minorities only comprising 3.13% of the new positions. Energy & Environment has trended no growth, but no substantial loss of minority employees, for the past four reporting periods. Nevertheless, the cabinet is 1.9% below the high point of 6.39% in December 2007. Energy & Environment has the lowest minority utilization of all the various cabinets, 1.03% below the next lowest, the Tourism Arts & Heritage Cabinet.

The Energy & Environment Cabinet has not met any utilization goals for any of the EEO Job Categories. Not only is each category underutilized, Group 5 (Paraprofessional), Group 6 (Office & Clerical), and Group 7 (Skilled Workers) have no minority employees.

Female Utilization

Of the 1,759 employees currently within the Energy & Environment Cabinet, only 585 (33.26%) are female. This is 2.46% lower than the previous reporting period and 19.16% below the Commonwealth's goal for female utilization. The number of females employed with the Energy & Environment Cabinet fell by nine this reporting period, therefore female held positions comprised none of the total positions gained. This under representation of females in net gained positions resulted in the significant increase in overall cabinet female utilization.

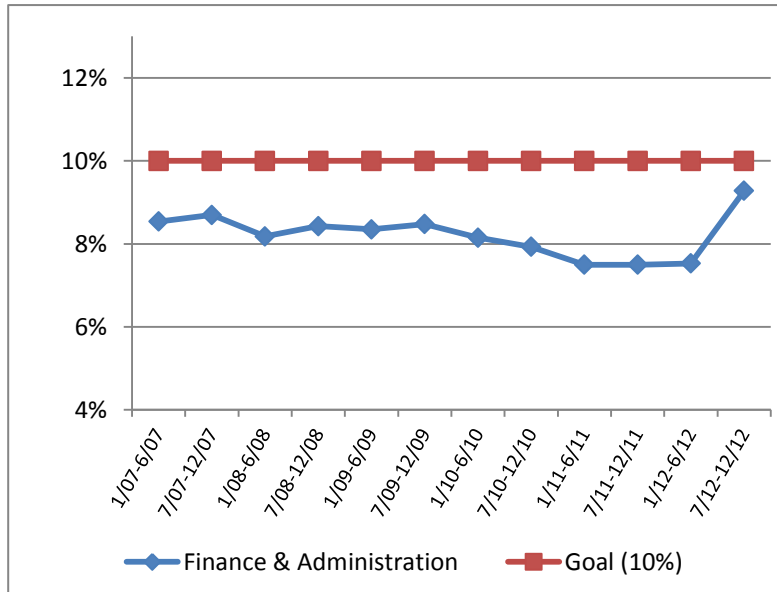
The Energy & Environment Cabinet has continued to meet utilization goals in two EEO Job Categories: Group 5 (Paraprofessional) and Group 6 (Office & Clerical), where their utilization has reached 83.33% and 94.74% respectively.

FINANCE & ADMINISTRATION CABINET

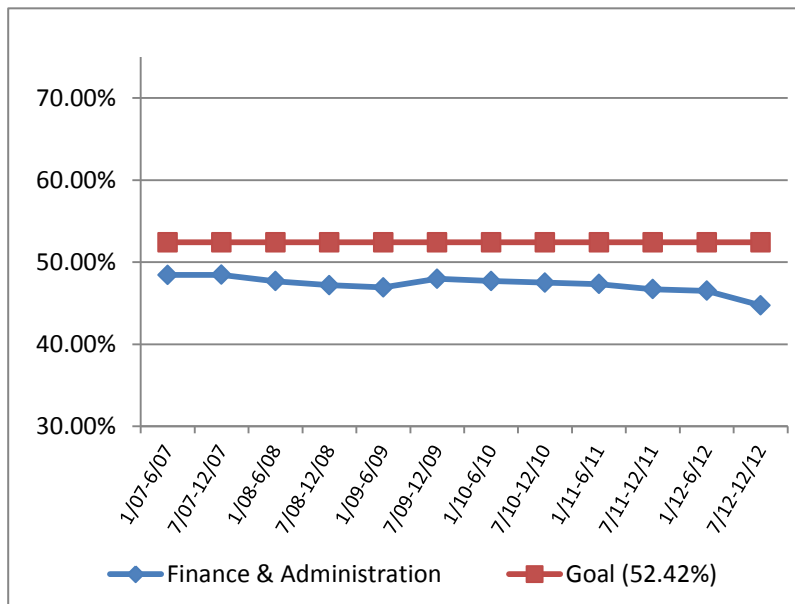
July - December 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	424	33	7.78%	10.00%	9.4	6.1%	155	36.56%	52.42%	67.3	37.7%
EEO GRP 2: PROFESSIONAL	1,211	118	9.74%	10.00%	3.1	8.4%	628	51.86%	52.42%	6.9	57.9%
EEO GRP 3: TECHNICIANS	248	26	10.48%	10.00%	0.0	8.2%	88	35.48%	52.42%	42	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	-	--	--		--	--	--	--		--
EEO GRP 5: PARA PROFESSIONAL	45	4	8.89%	10.00%	0.5	8.3%	28	62.22%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	76	8	10.53%	10.00%	0.0	9.3%	46	60.53%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	106	2	1.89%	10.00%	8.6	5.8%	5	4.72%	52.42%	50.6	5.1%
EEO GRP 8: SERVICE MAINTENANCE	45	9	20.00%	10.00%	0.0	14.7%	14	31.11%	52.42%	9.6	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	2,155	200	9.28%	10.00%	15.5		964	44.73%	52.42%	165.7	
JUNE 2012 TOTAL	1,832	138	7.53%	10.00%	45.2		852	46.51%	52.42%	108.4	
CHANGES	323	62	1.75%	0	-29.7		112	-1.78%	0	57.3	

Finance & Administration Minority Utilization Trend



Finance & Administration Female Utilization Trend



The Finance & Administration Cabinet employs 6.51% of the total Executive Branch workforce. Likewise, the Finance & Administration Cabinet provides 6.72% and 5.98% of the overall minority and female employment, respectively.

Minority Utilization

Between July 1 and December 31, 2012, the Finance & Administration Cabinet saw a net increase of 323 employees, resulting in a total workforce of 2,155. Of these 2,155 employees, 200 are minorities. These 200 employees comprise 9.28% of the Finance & Administration Cabinet's workforce, just 0.72% below the minority utilization goal of 10%. Unlike the previous five reporting periods where the Finance & Administration saw a growing gap between utilization goals and minority employment, this reporting period shows significant gains towards minority utilization. Minority employees represented 19.2% of the new positions included in the cabinet's workforce, resulting in a 1.75% increase in overall minority utilization. This 9.28% utilization is the highest for the cabinet since the beginning of this administration.

During this reporting period the Finance & Administration Cabinet reached utilization goals for three EEO Job Categories: Group 5 (Paraprofessionals), Group 6 (Office & Clerical) and Group 8 (Service Maintenance). This is up one category, Group 5 (Paraprofessionals), from the previous reporting period.

Female Utilization

Of the 2,155 employees currently within the cabinet, 964 are female. These 964 females comprise 44.73% of the cabinet's workforce, a decrease of 1.78% from the previous reporting period. Between July and December 2012, only 34.7% of positions added were held by females, an underrepresentation that has resulted in the decline of female utilization this reporting period.

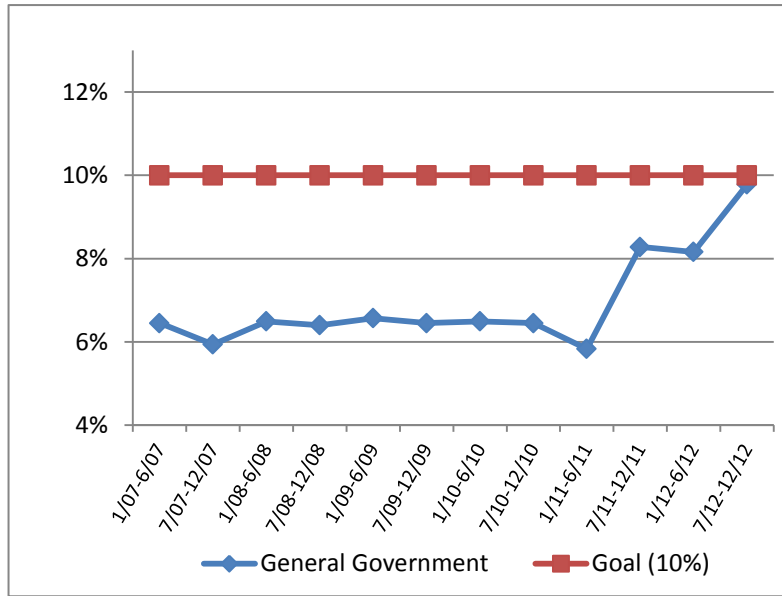
The Finance & Administration Cabinet continued to meet utilization goals in two EEO Job Categories: Group 5 (Paraprofessionals) and Group 6 (Office & Clerical).

GENERAL GOVERNMENT

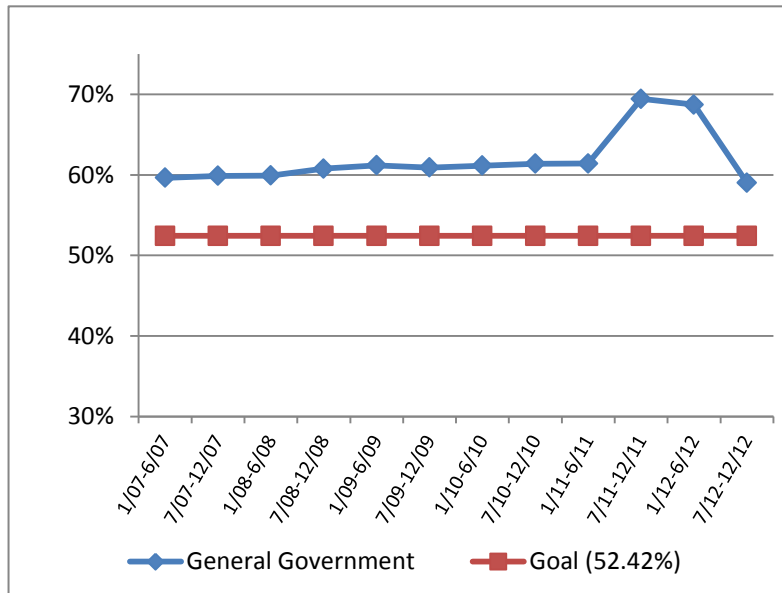
July - December 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	209	17	8.13%	10.00%	3.9	6.1%	79	37.80%	52.42%	30.6	37.7%
EEO GRP 2: PROFESSIONAL	1,077	166	10.77%	10.00%	0.0	8.4%	607	56.36%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	144	7	4.86%	10.00%	734	8.2%	96	66.67%	52.42%	0.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	299	31	10.37%	10.00%	0.0	10.6%	137	45.82%	52.42%	19.8	19.8%
EEO GRP 5: PARA PROFESSIONAL	300	38	12.67%	10.00%	0.0	8.3%	274	91.33%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	51	5	9.80%	10.00%	0.1	9.3%	43	84.31%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	59	5	8.47%	10.00%	0.9	5.8%	12	20.34%	52.42%	19	5.1%
EEO GRP 8: SERVICE MAINTENANCE	213	11	5.16%	10.00%	10.3	14.7%	140	65.73%	52.42%	0.0	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	2,352	230	9.78%	10.00%	5.2		1,388	59.01%	52.42%	0.0	
June 2012 TOTAL	1,361	111	8.16%	10.00%	25.1		935	68.70%	52.42%	0.0	
CHANGES	991	119	1.62%	0	-19.9		453	-9.69%	0	0	

General Government Minority Utilization Trend⁷



General Government Female Utilization Trend⁸



⁷ Beginning the previous reporting period (12/2011), employees with the United Prosecutorial Service, the Attorney General, the Secretary of State, the State Treasurer, the Commissioner of Agriculture and the State Auditor were not included in the count for General Government. (Please see page 6 for an explanation of this change in the reporting format.)

⁸ *Ibid....*

The General Government employs 7.10% of the total Executive Branch workforce. In respect to minority and female employment, the General Government accounts for 7.73% and 8.61% of the overall minority and female workforce, respectively.

Minority Utilization

Between July 1 and December 31, 2012, 991 positions added to the General Government's employment county, resulting in a total workforce of 2,352. Of these 2,352 employees, 230 are minorities. These 230 employees comprise 9.78% of the General Government's workforce, an increase of 1.62% from the previous reporting period and just 0.22% below the minority utilization goal of 10%. Minority employees represented 12% of the added positions, resulting in the significant increase in minority utilization for the General Government.

The General Government currently reaches utilization goals in three EEO Job Categories: Group 2 (Professionals) Group 4 (Protective Service Workers), and Group 5 (Paraprofessionals)

Female Utilization

Of the 2,352 employees currently with the General Government, 1,388 are female. Since the last reporting period, the percentage of females by the General Government decreased 9.69% from 68.78% to 59.01%, due to the underrepresentation of females (45.7%) in the newly added positions. However, the General Government remains well above (8.21%) the targeted utilization goal for female employment.

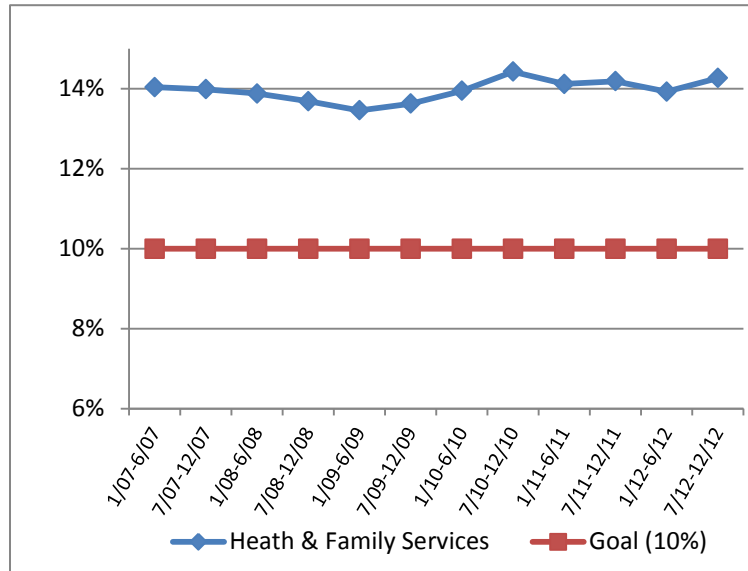
The General Government continues to reach female utilization goals in five EEO Job Categories: Group 2 (Professionals), Group 3 (Technicians), Group 5 (Paraprofessionals), Group 6 (Office & Clerical) and Group 8 (Service Maintenance).

HEALTH & FAMILY SERVICES CABINET

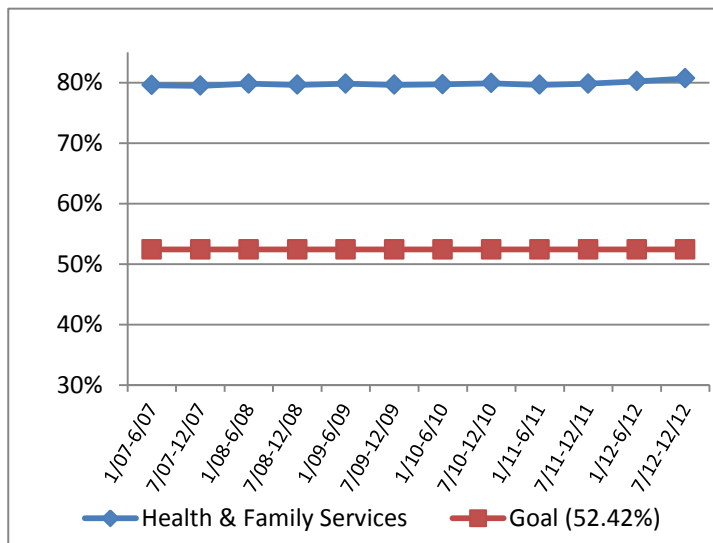
July – December 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	395	36	9.11%	10.00%	3.5	6.1%	277	70.13%	52.42%	0.0	37.7%
EEO GRP 2: PROFESSIONAL	4,411	524	11.88%	10.00%	0.0	8.4%	3,577	81.09%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	144	21	14.58%	10.00%	0.0	8.2%	89	61.81%	52.42%	0.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	66	10	15.15%	10.00%	0.0	10.6%	23	34.85%	52.42%	11.6	19.8%
EEO GRP 5: PARA PROFESSIONAL	1,574	248	15.76%	10.00%	0.0	8.3%	1,334	84.75%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	562	78	13.88%	10.00 %	0.0	9.3%	541	96.26%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	60	9	15.00%	10.00%	0.0	5.8%	10	16.67%	52.42%	21.5	5.1%
EEO GRP 8: SERVICE MAINTENANCE	272	142	52.21%	10.00%	0.0	14.7%	189	69.49%	52.42%	0.0	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	7,484	1,068	14.27%	10.00%	0.0		6,040	80.71%	52.42%	0.0	
JUNE 2012 TOTAL	7,565	1,054	13.93%	10.00%	0.0		6,069	80.22%	52.42%	0.0	
CHANGES	-81	14	0.34%	0	0		-29	0.49%	0	0	

Health & Family Services Minority Utilization Trend



Health & Family Services Female Utilization Trend



The Cabinet for Health & Family Services employs 22.6% of the total Executive Branch workforce. Nevertheless, Health & Family Services provides proportionally a greater number of the Executive Branch's minority and female employees, at 35.9% and 37.46%, respectively.

The Cabinet for Health & Family Services is one of the three cabinets within the Executive Branch that has met both the minority and female utilization goals.

Minority Utilization

Between July 1 and December 31, 2012, 81 positions were eliminated or vacated within the Cabinet for Health & Family Services, resulting in a total workforce of 7,484. Of these 7,484 employees, 1,068 are minorities. Though this period saw a decrease in overall employment, the cabinet saw an increase of 14 minority held positions, resulting in an increase of 0.34% in minority utilization from 13.93% to 14.27%. The cabinet's minority utilization is 4.27% greater than the 10% goal.

Female Utilization

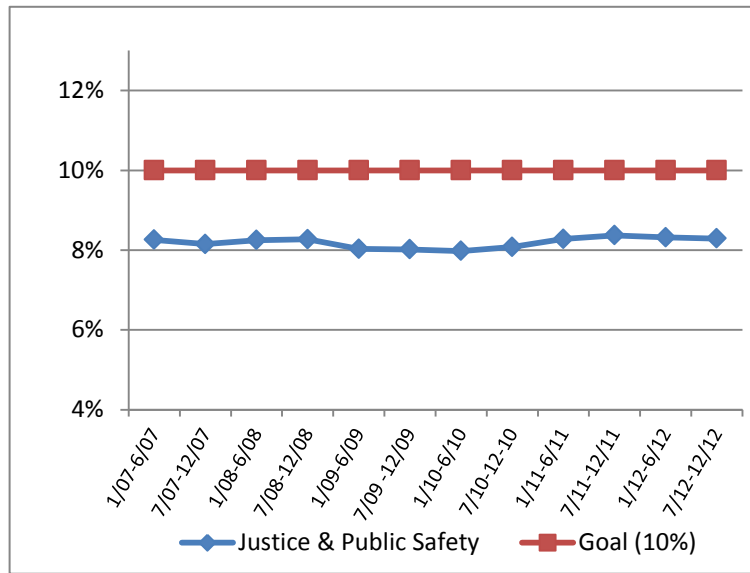
The Cabinet for Health & Family Services continues to exceed female utilization goals as well. Of the 7,484 employees within the cabinet, 6,040 are female. The cabinet's female utilization is currently 80.71%, 28.29% above the goal of 52.42%.

JUSTICE & PUBLIC SAFETY CABINET

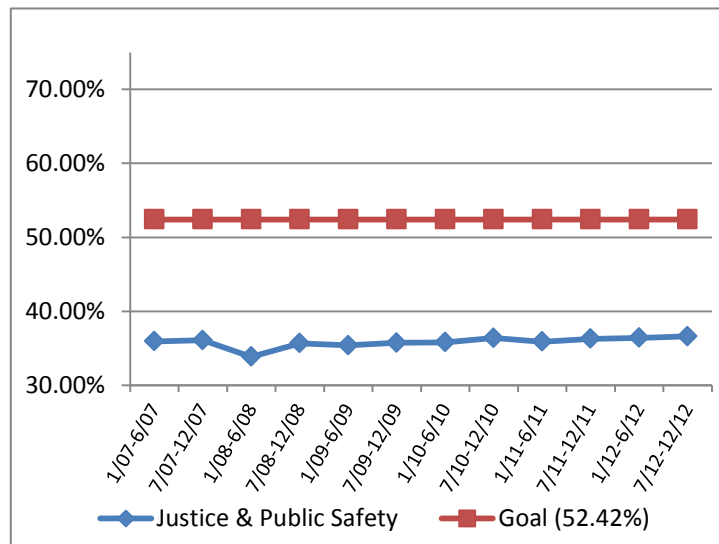
July – December 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	379	37	9.76%	10.00%	0.9	6.1%	157	41.42%	52.42%	41.7	37.7%
EEO GRP 2: PROFESSIONAL	3,574	360	10.07%	10.00%	0.0	8.4%	1,692	47.34%	52.42%	181.5	57.9%
EEO GRP 3: TECHNICIANS	187	10	5.35	10.00%	8.7	8.2%	103	55.08%	52.42%	0.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	2,940	204	6.94%	10.00%	90	10.6%	489	16.63%	52.42%	1,052.2	19.8%
EEO GRP 5: PARA PROFESSIONAL	95	16	16.84%	10.00%	0.0	8.3%	49	51.58%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	540	27	5.00%	10.00%	27	9.3%	376	69.63%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	200	5	2.5%	10.00%	15	5.8%	35	17.5%	52.42%	69.9	5.1%
EEO GRP 8: SERVICE MAINTENANCE	61	2	3.28%	10.00%	4.1	14.7%	18	29.51%	52.42%	14	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	7,976	661	8.29%	10.00%	136.6		2,919	36.60%	52.42%	1,262.1	
JUNE 2012 TOTAL	8,077	672	8.32%	10.00%	135.7		2,942	36.42%	52.42%	1,292	
CHANGES`	-101	-11	-0.03%	0	0.9		-23	0.18%	0	-29.9	

Justice & Public Safety Minority Utilization Trend



Justice & Public Safety Female Utilization Trend



The Justice & Public Safety Cabinet employs 24.6% of the total Executive Branch workforce, and 22.22% and 18.10% of the Executive Branch minority and female workforce populations, respectively.

Minority Utilization

Between July 1 and December 31, 2012, the Justice & Public Safety Cabinet saw a net decrease of 101 positions, resulting in a total workforce of 7,976 employees. Of these 7,976 employees, 661 are minorities. These 661 employees comprise 8.29% of the Justice & Public Safety Cabinet's workforce, 1.71% below the minority utilization goal of 10%. In June 2012, the cabinet had a minority utilization of 8.32%, only 0.03% greater than the current figure. This decrease can be attributed to the overrepresentation of minorities in the lost positions.

The Justice & Public Safety Cabinet met utilization goals in two EEO Job Categories: Group 2 (Professionals) and Group 5 (Paraprofessionals). The Justice & Public Safety Cabinet's minority utilization has remained basically consistent throughout this administration.

Female Utilization

Unlike minority utilization, female utilization rose slightly this reporting period by 0.18% to 36.60%. This can be attributed to the percentage of females included in the 101 lost positions. Of the 101 positions eliminated or vacated, only 23 (22.8%) were held by females. Though female utilization rose this period, the cabinet is still 15.82% below the 52.42% goal for female utilization.

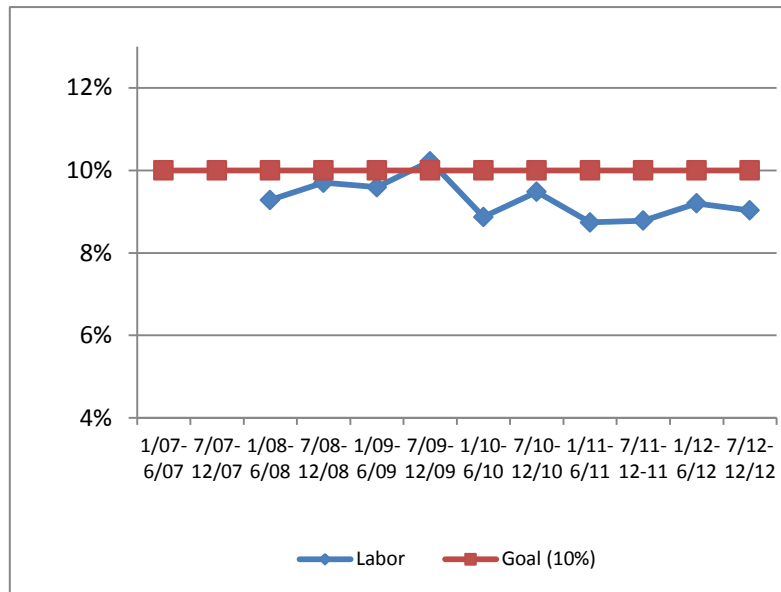
The Justice & Public Safety Cabinet met female utilization goals in three EEO Job Categories: Group 3 (Technicians), Group 5 (Paraprofessionals) and Group 6 (Office & Clerical). This is two more categories than the previous reporting period (Group 3 & Group 5).

LABOR CABINET

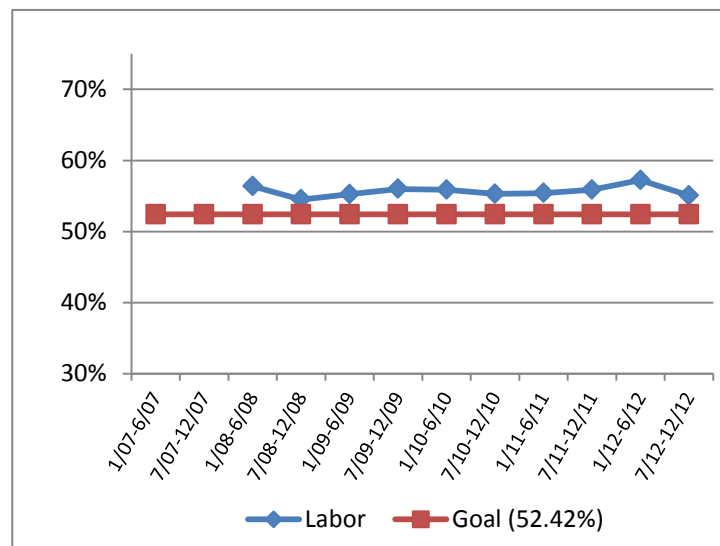
July – December 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	54	1	1.85%	10.00%	4.4	6.1%	29	53.7%	52.42%	0.0	37.7%
EEO GRP 2: PROFESSIONAL	291	29	9.97%	10.00%	0.1	8.4%	152	52.23%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	36	8	22.22%	10.00%	0.0	8.2%	17	47.22%	52.42%	1.9	62.9%
EEO GRP 4: PROTECT SERV WRKR	13	0	0%	10.00%	1.3	10.6%	1	7.69%	52.42%	5.9	19.8%
EEO GRP 5: PARA PROFESSIONAL	17	0	0%	10.00%	1.7	8.3%	16	94.12%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	26	2	7.69%	10.00%	0.6	9.3%	26	100%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	2	0	0%	10.00%	0.2	5.8%	1	50%	52.42%	0.1	5.1%
EEO GRP 8: SERVICE MAINTENANCE	4	0	0%	10.00%	0.4	14.7%	2	50%	52.42%	0.1	64.1%
EEO GRP 9: OTHER	-	--	--	--	--	--	--	--	--	--	--
TOTAL	443	40	9.03%	10.00%	4.3		244	55.08%	52.42%	0.0	
DECEMBER 2011 TOTAL	435	40	9.20%	10.00%	3.5		249	57.24%	52.42%	0.0	
CHANGES	8	0	-0.17%	0	0.8		-5	-2.16%	0	0	

Labor Minority Utilization Trend⁹



Labor Female Utilization Trend¹⁰



⁹ The Labor Cabinet was created in early 2008 and therefore no trend information exists before the 06/2008 reporting period.

¹⁰ *Ibid...*

The Labor Cabinet employs 1.34% of the total Executive Branch workforce, and 1.34% and 1.51% of the Executive Branch minority and female workforce populations, respectively.

Minority Utilization

Between July 1 and December 31, 2012, the Labor Cabinet saw a net increase of eight positions, resulting in a total workforce of 443 employees. Of these 443 employees, 40 are minorities. These 40 employees comprise 9.03% of the Labor Cabinet's workforce, 0.97% below the minority utilization goal of 10%. Though the Labor Cabinet lost no minority held positions this reporting period, this small 0.17% decrease in minority utilization can be attributed to minorities holding none of the net gained positions in the cabinet.

The Labor Cabinet has exceeded the minority utilization goal in one EEO Job Categories: Group 3 (Technicians). This is one category less than the previous reporting period (Group 2).

Female Utilization

The Labor Cabinet continued, this reporting period, to exceed the female employment goal. Of the 443 employees with the Labor Cabinet, 244 employees are females. These 244 employees represent 55.08% of the cabinet's total workforce. The Labor Cabinet's female utilization is 2.66% above the female employment goal of 52.42%.

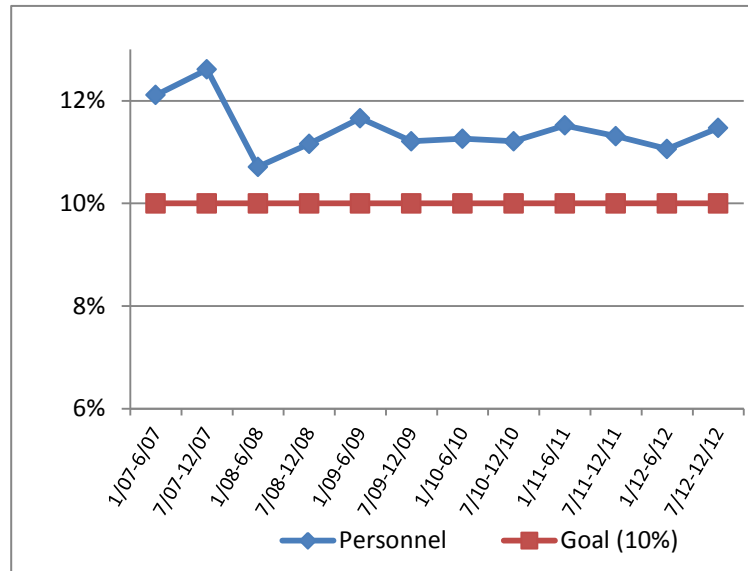
The Labor Cabinet met female utilization goals in four of its eight EEO Job Categories: Group 1 (Officials & Administrators), Group 2 (Professionals), Group 5 (Paraprofessionals), and Group 6 (Office & Clerical).

PERSONNEL CABINET

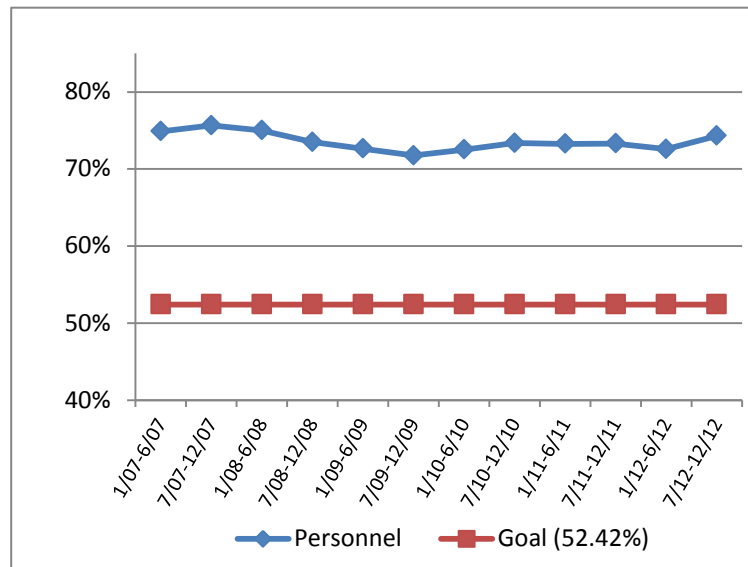
July – December 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	34	3	8.82%	10.00%	1.4	6.1%	18	52.94%	52.42%	0.0	37.7%
EEO GRP 2: PROFESSIONAL	165	19	11.52%	10.00%	0.0	8.4%	131	79.39%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	15	3	20%	10.00%	0.0	8.2%	10	66.67%	52.42%	0.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 6: OFFICE & CLERICAL	4	0	0%	10.00%	0.4	9.3%	3	75.00%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	218	25	11.47%	10.00%	0.0		162	74.31%	52.42%	0.0	
JUNE 2012 TOTAL	226	25	11.06%	10.00%	0.0		164	72.57%	52.42%	0.0	
CHANGES	-8	0	0.41%	0	0.0		-2	1.74%	0	0	

Personnel Minority Utilization Trend



Personnel Female Utilization Trend



The Personnel Cabinet employs 0.66% of the total Executive Branch workforce, and 0.84% and 1.0% of the Executive Branch minority and female workforce populations, respectively.

The Personnel Cabinet is one of the three cabinets within the Executive Branch that meets both the minority and female utilization goals.

Minority Utilization

Between July 1 and December 31, 2012, the Personnel Cabinet saw a decrease of eight employees in their total number of positions, from 226 to 218 employees. Of these 218 employees, 25 are minorities. These 25 minority employees comprise 11.47% of the Personnel Cabinet's workforce, exceeding the minority utilization goal of 10% by 1.47%.

The Personnel Cabinet continued to meet minority utilization goals for two of its four EEO Job Categories: Group 2 (Professionals) and Group 6 (Office & Clerical).

Female Utilization

Between July 1 and December 31, 2012, the number of females employed with the Personnel Cabinet decreased by two to 162. These two lost female held positions only comprised 25% of the overall decline in positions, actually resulting in a slight increase in female utilization, from 72.57% to 74.31%. The Personnel Cabinet far exceeds the female utilization goal of 52.42% by 21.89%.

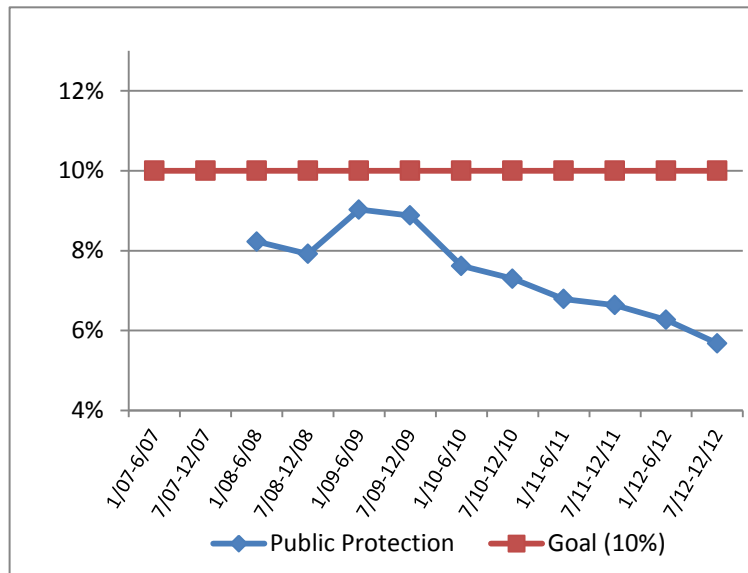
The Personnel Cabinet meets the female utilization goal for all four EEO Job Categories found within the Cabinet: Group 1 (Officials & Administrators), Group 2 (Professionals), Group 3 (Technicians) and Group 6 (Office & Clerical).

PUBLIC PROTECTION CABINET

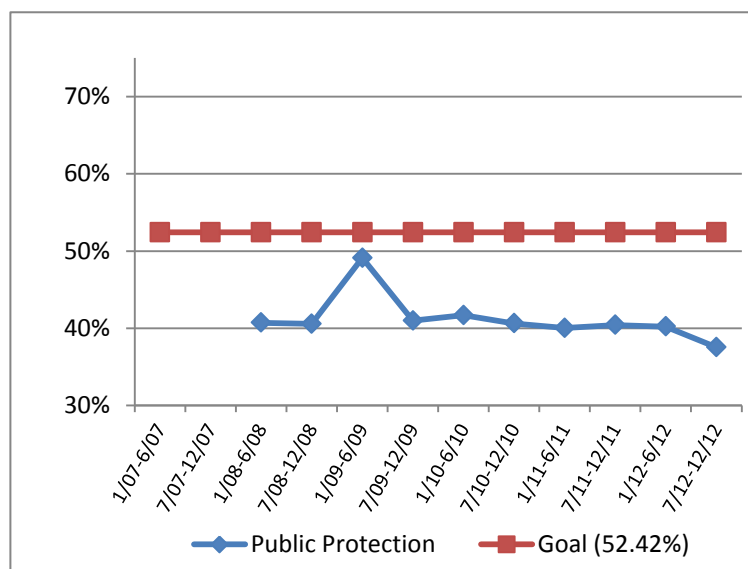
July - December 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	110	9	8.18%	10.00%	2	6.1%	35	31.82%	52.42%	22.7	37.7%
EEO GRP 2: PROFESSIONAL	402	24	5.97%	10.00%	16.2	8.4%	207	51.49%	52.42%	3.8	57.9%
EEO GRP 3: TECHNICIANS	165	7	4.24%	10.00%	9.5	8.2%	17	10.30%	52.42%	69.5	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	5	0	0%	10.00%	0.5	8.3%	5	100%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	8	0	0%	10.00%	0.8	9.3%	5	62.50%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	28	0	0%	10.00%	2.8	5.8%	2	7.14%	52.42%	12.7	5.1%
EEO GRP 8: SERVICE MAINTENANCE	4	1	25%	10.00%	0.0	14.7%	0	0%	52.42%	2.1	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	722	41	5.68%	10.00%	31.2		271	37.53%	52.42%	107.5	
JUNE 2012 TOTAL	654	41	6.27%	10.00%	24.4		263	40.21%	52.42%	79.9	
CHANGES	68	0	-0.59%	0	6.8		8	-2.68%	0	27.6	

Public Protection Minority Utilization Trend¹¹



Public Protection Female Utilization Trend¹²



¹¹ The Public Protection Cabinet was created in early 2008 and therefore no trend information exists before the 06/08 reporting period.

¹² *Ibid...*

The Public Protection Cabinet employs 2.18% of the total Executive Branch workforce, and 1.38% and 1.68% of the Executive Branch minority and female workforce populations, respectively.

Minority Utilization

Between July 1 and December 31, 2012, the Public Protection Cabinet saw an increase in its number of positions by 68 positions to 722 employees. Of the 722 employees, 41 are minorities. The Public Protection Cabinet has a minority utilization of 5.68%. This decrease of 0.59% from the last reporting period can be attributed to no minority representation in the 68 net gained positions. This reporting period is the eighth consecutive period of minority utilization decline and the current minority utilization is the lowest since the establishment of the cabinet in 2008.

The Public Protection Cabinet met goals in only one EEO Job Categories: Group 8 (Service Maintenance). Three EEO Job Categories (Groups 5, 6 & 7) continue to have no minority employees.

Female Utilization

Of the 722 employees within the Public Protection Cabinet, 271 are female. These 271 employees represent 37.53% of the cabinet's total workforce. This is a decrease of 2.68% from the previous reporting period. Though the cabinet gained eight female held positions, females were underrepresented (11.76%) in overall employment gains and therefore resulting in this reporting period's utilization decline. The Public Protection Cabinet is currently 14.89% below the female employment goal of 52.42%. The current female utilization is the lowest since the establishment of the cabinet in 2008.

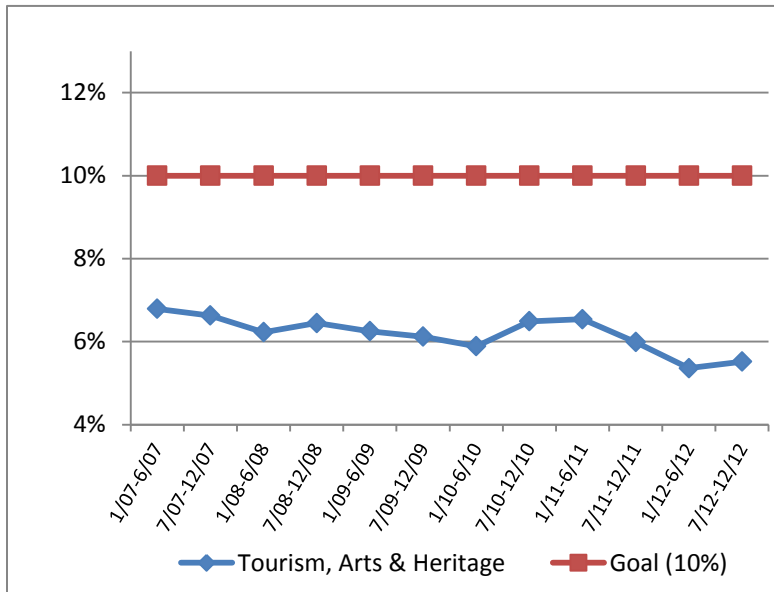
The Public Protection Cabinet continued to exceed female employment goals in two EEO Job Categories: Group 5 (Paraprofessionals) and Group 6 (Office & Clerical).

TOURISM, ARTS & HERITAGE CABINET

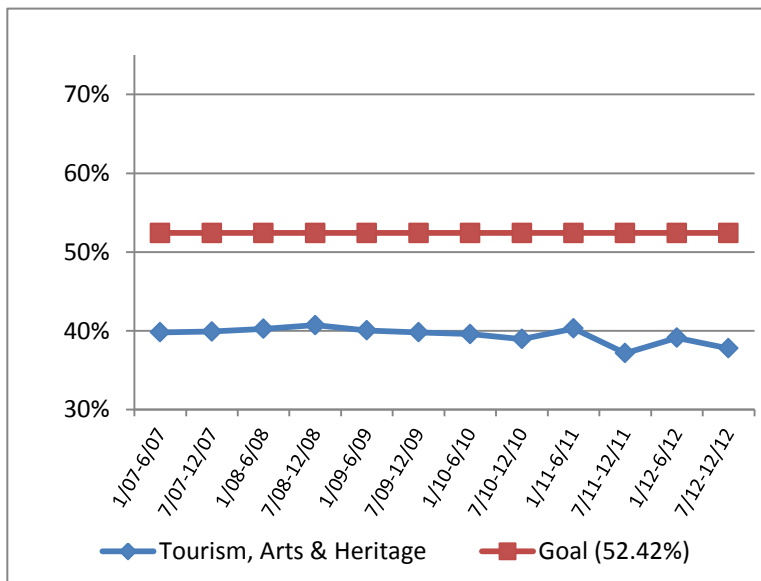
July – December 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	225	10	4.44%	10.00%	12.5	6.1%	76	33.78%	52.42%	42	37.7%
EEO GRP 2: PROFESSIONAL	491	21	4.28%	10.00%	28.1	8.4%	237	48.27%	52.42%	20.4	57.9%
EEO GRP 3: TECHNICIANS	64	6	9.38%	10.00%	0.4	8.2%	20	31.25%	52.42%	13.6	62.9%
EEO GRP 4: PROTECT SERV WRKR	182	4	2.20%	10.00%	14.2	6	4	2.20%	52.42%	91.5	19.8%
EEO GRP 5: PARA PROFESSIONAL	128	2	1.56%	10.00%	10.8	8.3%	33	25.78%	52.42%	34.1	62.6%
EEO GRP 6: OFFICE & CLERICAL	144	4	2.78%	10.00%	10.4	9.3%	110	76.39%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	264	9	3.41%	10.00%	17.4	5.8%	28	10.61%	52.42%	110.4	5.1%
EEO GRP 8: SERVICE MAINTENANCE	493	54	10.95%	10.00%	0.0	14.7%	244	49.49%	52.42%	14.5	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	1,991	110	5.52%	10.00%	89.1		752	37.77%	52.42%	291.7	
JUNE 2012 TOTAL	2,352	126	5.36%	10.00%	109.2		920	39.12%	52.42%	313	
CHANGES	-361	-16	0.16%	0	-20.1		-168	-1.35%	0	-21.3	

Tourism, Arts & Heritage Minority Utilization Trend



Tourism, Arts & Heritage Female Utilization Trend



The Tourism, Arts & Heritage Cabinet employs 6.01% of the total Executive Branch workforce, but only 3.70% and 4.66% of the Executive Branch minority and female workforce populations, respectively.

Minority Utilization

Between July 1 and December 31, 2012, the Tourism Arts & Heritage Cabinet's workforce declined by 361 positions, resulting in a workforce of 1,991. Of these 1,991 employees, 110 are minorities. These 110 employees comprise 4.48% of the cabinet's workforce, 5.52% below the minority utilization goal of 10%. Minority held positions comprised only 4.84% of the 361 lost positions this reporting period, contributing to the slight increase in minority utilization.

The Tourism, Arts & Heritage Cabinet met minority utilization goals in one EEO Job Category: Group 8 (Service Maintenance).

Female Utilization

Unlike in the minority utilization analysis, females held a disproportionately higher percentage (46.54%) of the 361 positions decline in the cabinet workforce. Therefore, Tourism Arts & Heritage saw a 1.35% decrease in female utilization, from 39.12% to 37.77%. The cabinet is 14.65% below of the female utilization goal of 52.42%.

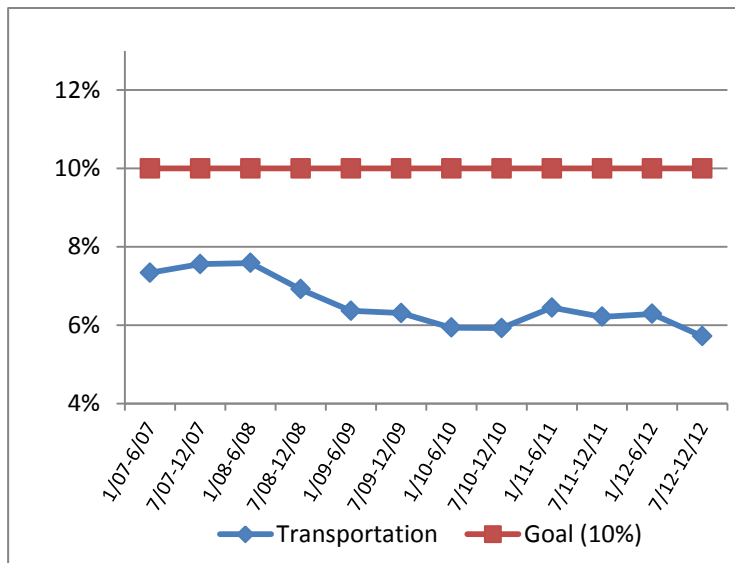
The Tourism, Arts & Heritage Cabinet reached female utilization goals in one EEO Job Category this reporting period: Group 6 (Office & Clerical).

TRANSPORTATION CABINET

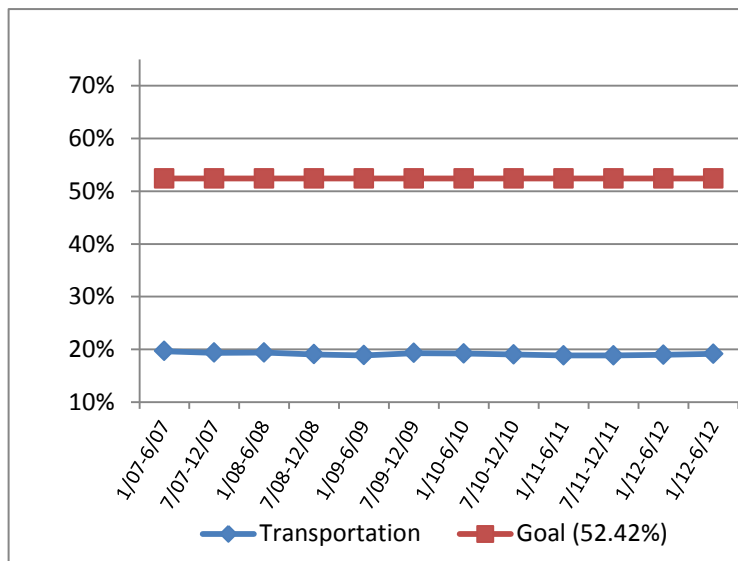
January – June 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	339	9	2.65%	10.00%	24.9	6.1%	65	19.17%	52.42%	112.8	37.7%
EEO GRP 2: PROFESSIONAL	1,698	131	7.71%	10.00%	38.8	8.4%	626	36.87%	52.42%	264.1	57.9%
EEO GRP 3: TECHNICIANS	403	21	5.21%	10.00%	19.3	8.2%	82	20.35%	52.42%	129.3	62.9%
EEO GRP 4: PROTECT SERV WRKR	4	0	0%	10.00%	0.4	10.6%	1	25.00%	52.42%	1.1	19.8%
EEO GRP 5: PARA PROFESSIONAL	101	6	5.94%	10.00%	4.1	8.3%	20	19.80%	52.42%	33	62.6%
EEO GRP 6: OFFICE & CLERICAL	125	13	10.40%	10.00%	0.0	9.3%	49	39.20%	52.42%	16.6	76.8%
EEO GRP 7: SKILLED WORKER	1,754	88	5.02%	10.00%	87.4	5.8%	43	2.45%	52.42%	876.5	5.1%
EEO GRP 8: SERVICE MAINTENANCE	384	7	1.82%	10.00%	31.4	14.7%	34	8.85%	52.42%	167.3	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	4,808	275	5.72%	10.00%	205.8		920	19.13%	52.42%	1,600.4	
JUNE 2012 TOTAL	4,782	301	6.29%	10.00%	177.2		906	18.95%	52.42%	1,600.8	
CHANGES	26	-26	-0.57%	0	28.6		14	0.18%	0	-0.4	

Transportation Minority Utilization Trend



Transportation Female Utilization Trend



The Transportation Cabinet employs 14.52% of the total Executive Branch workforce, but only 9.24% and 5.71% of the Executive Branch minority and female workforce populations, respectively.

Minority Utilization

Between July 1 and December 31, 2012, 26 positions were added to the Transportation Cabinet, resulting in a total workforce of 4,808 employees. Of these 4,808 employees, 275 are minorities. These 275 employees comprise 5.72% of the Transportation Cabinet's workforce, 4.28% below the minority utilization goal of 10%. This is the lowest minority utilization for the Transportation Cabinet during this administration.

Though the Transportation Cabinet saw a net increase of 26 positions, conversely the cabinet saw a decline in minority employment by 26 positions as well, resulting in a drop in minority utilization of 0.57%. Of these 26 lost minority held positions, 24 of them belonged to EEO Job Category 6 (Office & Clerical). This brought the only EEO Job Category where the Transportation Cabinet has consistently met minority utilization to only 0.40% about the goal of 10%.

Female Utilization

Between July 1 and December 31, 2012, the total number of female employees at the Transportation Cabinet grew by fourteen positions, to 920. These 920 employees represent 19.13% of Transportation's workforce, an increase of 0.18% resulting from the 53% representation of females in the newly added positions. Currently, the Transportation Cabinet is 33.29% below the female utilization goal of 52.42%. Transportation has the lowest female utilization, 14.13% below the next lowest, Energy & Environment.

The Transportation Cabinet met no female utilization goals in any of the EEO Job Categories this reporting period.

APPENDICIES

APPENDIX 1 -SECRETARY OF STATE

July - December 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	4	0	0.0%	10.00%	0.4	6.1%	2	50.00%	52.42%	0.1	37.7%
EEO GRP 2: PROFESSIONAL	23	1	4.38%	10.00%	1.3	8.4%	17	73.91%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	1	0	0.0%	10.00%	0.1	8.2%	0	0.0%	52.42%	0.6	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 6: OFFICE & CLERICAL	1	0	0.0%	10.00%	0.1	9.3%	2	100%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	29	1	3.45%	10.00%	1.9		20	68.97%	52.42%	0.0	
JUNE 2012 TOTAL	30	1	3.33%	10.00%	2.0		21	70%	52.42%	0.0	
CHANGES	-1	0	0.12%	0	-0.1		-1	-1.03%	0	0.0	

APPENDIX 2 - ATTORNEY GENERAL

July - December 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	46	4	8.70%	10.00%	0.6	6.1%	20	43.48%	52.42%	3.4	37.7%
EEO GRP 2: PROFESSIONAL	156	9	5.77%	10.00%	6.6	8.4%	83	53.21%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	4	0	0.0%	10.00%	0.4	8.2%	1	25.00%	52.42%	1.1	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	3	1	33.33%	10.00%	0.0	8.3%	3	100%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	5	0	0.0%	10.00%	0.5	9.3%	5	100%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	2	0	0.0	10.00%	0.2	5.8%	2	100%	52.42%	0.0	5.1%
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	216	14	6.48%	10.00%	7.6		114	52.78%	52.42%	0.0	
JUNE 2012 TOTAL	191	11	5.76%	10.00%	8.1		98	51.31%	52.42%	2.2	
CHANGES	25	3	0.72%	0	-0.5		-5	1.47%	0	-2.2	

APPENDIX 3 - STATE TREASURER

July - December 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	8	0	0.0%	10.00%	0.8	6.1%	3	37.50%	52.42%	1.2	37.7%
EEO GRP 2: PROFESSIONAL	17	1	5.88%	10.00%	0.7	8.4%	12	70.59%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	2	0	0.0%	10.00%	0.2	8.2%	1	50%	52.42%	0.1	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 6: OFFICE & CLERICAL	2	0	0.0%	10.00%	0.2	9.3%	2	100%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	29	1	3.45%	10.00%	1.9		18	62.07%	52.42%	0.0	
JUNE 2012 TOTAL	30	1	3.33%	10.00%	2		18	60.00%	52.42%	0.0	
CHANGES	-1	0	0.12%	0%	-0.1		0	2.07%	0	0	

APPENDIX 4 - AUDITOR OF PUBLIC ACCOUNTS

July - December 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	14	0	0.0%	10.00%	1.4	6.1%	6	42.86%	52.42%	1.4	37.7%
EEO GRP 2: PROFESSIONAL	121	8	6.61%	10.00%	4.1	8.4%	82	67.77%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	1	0	0.0%	10.00%	0.1	8.2%	0	0.0%	52.42%	0.6	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 6: OFFICE & CLERICAL	2	1	50%	10.00%	0.0	9.3%	1	50%	52.42%	0.1	76.8%
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	138	9	6.52%	10.00%	4.8		89	64.49%	52.42%	0.0	
JUNE 2012 TOTAL	136	7	5.15%	10.00%	6.6		86	63.24%	52.42%	0.0	
CHANGES	2	2	1.37%	0%	-1.8		3	1.25%	0	0	

APPENDIX 5 - DEPARTMENT OF AGRICULTURE

July - December 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	65	1	1.54%	10.00%	5.5	6.1%	16	24.62%	52.42%	18.1	37.7%
EEO GRP 2: PROFESSIONAL	111	6	5.41%	10.00%	5.1	8.4%	45	40.54%	52.42%	13.2	57.9%
EEO GRP 3: TECHNICIANS	101	3	2.97%	10.00%	7.1	8.2%	23	22.7%	52.42%	30	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	3	1	33.3%	10.00%	0.0	8.3%	3	100%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	10	2	20.00%	10.00%	0.0	9.3%	7	70.00%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	2	1	50.00%	10.00%	0.0	14.7%	0	0.00%	52.42%	1.1	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	292	14	4.79%	10.00%	15.2		94	32.19%	52.42%	59.1	
JUNE 2012 TOTAL	246	13	5.28%	10.00%	11.6		86	34.96%	52.42%	43	
CHANGES	46	1	-0.49%	0%	3.6		8	-2.77%^	0	16.1	

APPENDIX 6 - UNIFIED PROSECUTORIAL SYSTEM

July – December 2012 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	7	0	0%	10.00%	0.7	6.1%	5	71.43%	52.42%	0	37.7%
EEO GRP 2: PROFESSIONAL	688	18	2.62%	10.00%	50.8	8.4%	258	37.50	52.42%	10.27	57.9%
EEO GRP 3: TECHNICIANS	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 4: PROTECT SERV WRKR	42	1	2.38%	10.00%	3.2	10.6%	14	33.33%	52.42%	8.1	19.8%
EEO GRP 5: PARA PROFESSIONAL	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 6: OFFICE & CLERICAL	383	7	1.83%	10.00%	31.3	9.3%	371	96.87%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	1,120	26	2.32%	10.00%	86		648	57.86%	52.42%	0.0	
JUNE 2012 TOTAL	1,133	34	3%	10.00%	79.3		656	57.9%	52.42%	0.0	
CHANGES	-13	-8	-0.68%	0	6.7		-8	-0.04%	0	0	

APPENDIX 7 - EEO Job Category Descriptions

Group 1. Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultation on regional, district or area basis. Includes: Department heads, directors, assistant directors, branch managers, environmental health program administrators, controllers, examiners, wardens, network engineers, resort park managers, police and fire chiefs, inspections and kindred workers.

Group 2. Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, correctional captains, health policy assistants and other kindred workers.

Group 3. Technicians: Occupations which require a combination of basic scientific or technical knowledge with manual skill which can be obtained through specialized post secondary school education or through equivalent on the job training. Includes: Computer programmers and operators, draftsmen, surveyors, licensed practical nurses, photographers, radio operators, mine inspectors, programmers, systems engineer IT, highway technicians, technicians (medical, dental, electronic, physical sciences), administrative specialist I, inspectors and kindred workers.

Group 4. Protective Service Workers: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: Correctional officers, fire fighters, KVE inspector, facilities security officers, state park rangers, detectives, Occupational Safety and Health Administration, (OSHA), safety consultants, hazardous device investigators, wildlife and boating law enforcement officers and kindred workers.

Group 5. Paraprofessionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "new careers" concept. Includes: Administrative assistants, family support specialists, laboratory aids, revenue examiners, medical aids, child support workers, youth workers, museum guides, house parents, fish and wildlife technicians and kindred workers.

Group 6. Office and Clerical: Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paper work required in an office. Includes: Administrative secretaries, bookkeepers, messengers, office machine operators, clerk-typists, stenographers, data entry operators, communication dispatchers, office managers, postal technicians, rehabilitation care aids, offender information specialists and kindred workers.

Group 7. Skilled Worker: Manual workers of relatively high level (precision production and repair) having a full and comprehensive knowledge of the process involved in their work.

Exercise considerable independent judgment and usually received an extensive period of training. Includes: mechanics and repair people, electricians, heavy equipment operators, highway superintendents, carpenters, HVAC inspectors, locksmiths, correctional farm managers, fisheries biologists and kindred workers.

Group 8. Service/Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: Cooks, equine workers, elevator inspectors, highway equipment operators, janitors, laborers, laundry workers, park workers, patient aides, stores workers, veterans cemetery caretakers and kindred workers.
